

SUSTAINABILITY

Global Excellent Ma

Message



Our Philosophy



Sustainability Management



Sustainability Activities



Sustainability Information



SUSTAINABILITY NEWS

2025/10/31 Sumitomo Riko Group publishes Integrated Report 2025 -
Creating value by fusing technical might with meaningful
dialogue - 

2025/08/29 Annual renewal of Sustainability Website (this site)

2024/08/30 Annual renewal of Sustainability Website (this site)

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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

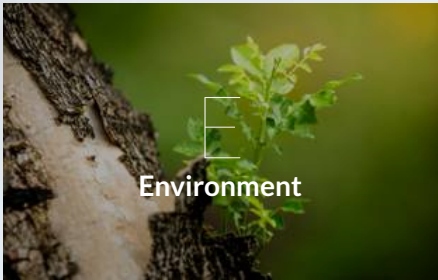
We will continue to grow while meeting the expectations of society and co-creating with our stakeholders toward the realization of a sustainable society. Here is our framework for this purpose.

- > **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

> Environment (E)

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



Social

> Social (S)

- Human Capital Management
- Respect for Human Rights
- Human Resources Development and Job Satisfaction
- Health Management Initiatives
- Safety and Health
- Diversity, Equity & Inclusion
- Supply Chain
- Quality Improvement Initiatives
- Social Contribution



Governance

> Governance (G)

- Corporate Governance
- Compliance
- Risk Management

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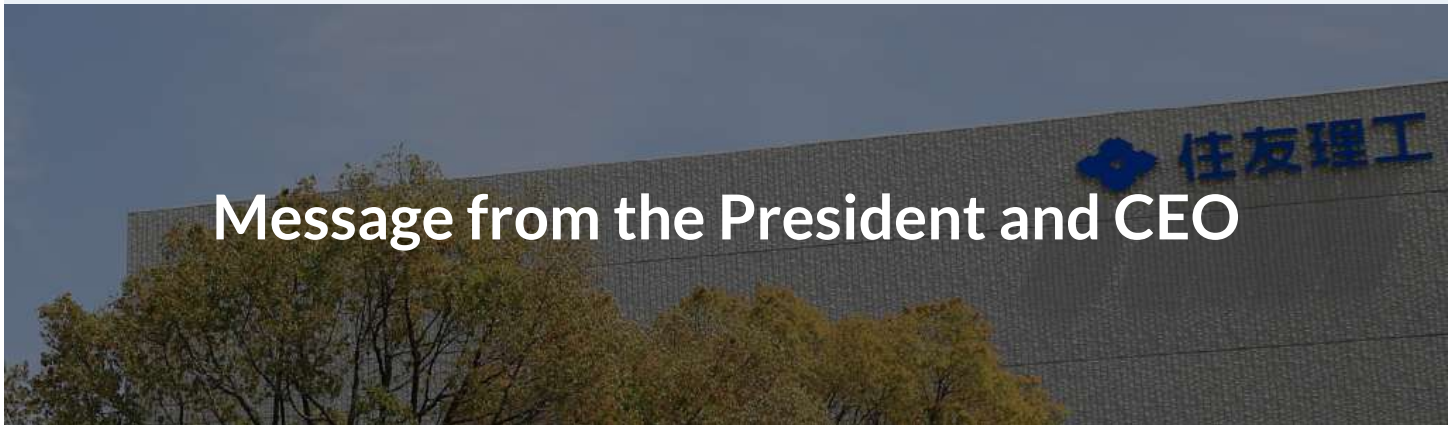
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Message from the President and CEO



Toward the Realization of a Sustainable Society

Since its establishment in 1929, the Sumitomo Riko Group has steadily expanded its business domain while accurately grasping the direction of the times and the needs of the market, and has introduced products that provide safety and security for society. In an era of rapid change and uncertain prospects, we, as a member of the Sumitomo Group, aim to achieve further growth of the Sumitomo Riko Group and realize a



prosperous world by providing unique value to our customers and society, based on the “Sumitomo Spirit” that we have inherited over the years.

In the “2029 Sumitomo Riko Group Vision (2029V),” our long-term management vision with 2029 as a milestone, the 100th anniversary of our foundation, we have announced our aspiration to be “A Solutions Leader that takes on social challenges with the power of Science and Technology” by 2029, and have identified three directions and six key issues (materialities) to be addressed to achieve what our group aim to be.

Six Materialities

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

In an era when changes in the environment are common and foreseeing the future is difficult, our Group places particular importance on the power of “People.” Since taking office as president, I have positioned each and every employee not merely as a management resource, but as an entity that creates value, based on my belief that “there is no better business strategy than human resource development.” As a global supplier with various business domains and a wide range of offices around the world, I believe that the most important management issue for us is to create an environment in which each of our diverse human resources can maximize their capabilities.

Based on this concept, 2029V created the “Formula for Human Capital Improvement,” which is a human resource strategy that crosses four themes and is positioned at the center of our activities. Since FY2023, we have introduced an engagement survey focusing on “job satisfaction” and have been promoting the development of SMART managers: supervisors who can take the initiative in promoting work styles in line with the latest trends.

As a result of these efforts, we were certified as a “White 500” corporation for excellent health management in 2025, as well as a “Welfare Promotion Corporation” under the “Hataraku Ale (Send cheers)” program. Furthermore, with the aim of “developing autonomous human resources with high aspirations and who will pioneer the future,” we have revamped our Group’s human resource development policy and launched a new training program for next-generation management candidates and DX personnel, and we are promoting those efforts. We will continue to further deepen our efforts to improve employee engagement.

Related Information [Human Capital Management](#)

Related Information [Human Resource Development](#)

“Promoting Co-Creation through Internal and External Partnerships”

There is a limit to what a company can do on its own to address increasingly complex social issues. That is why we believe it is essential to collaborate with colleagues who share the vision of the future society we should aim for and create value together, transcending the boundaries of divisions, companies, industries, and industry-academia-government. For such a purpose, it is important for us to respect each other’s autonomy and to make use of each other’s areas of expertise and characteristics.

In April 2025, we concluded a “Collaboration Agreement on the Realization of a Society in Harmony with Nature” with Komaki City, Aichi Prefecture, where our head office and manufacturing plants are located. In addition, starting with the establishment of a joint laboratory with the National Institute of Advanced Industrial Science and Technology (AIST) in October 2020, we have been promoting the development of riding comfort and comfortable cabin space suitable for the new era of mobility by utilizing a test track for vehicle experiments. Furthermore, in the general industrial products division, we established “Sanwakai” to further strengthen partnerships with our distributors, aiming to expand our business through co-creation. In October 2024, we entered STATION Ai, an open innovation base in Nagoya City, to further accelerate collaboration with startups and other external parties.



Related Information [Communication with Stakeholders](#)

Related Information [News Releases](#) 

“Business Activities Concerning Climate Change and Natural Capital”

Global warming caused by greenhouse gas emissions, resource depletion due to mass consumption, and the destruction of nature due to deforestation and ocean plastic pollution are common global issues. As a company, we, too, are working to achieve carbon neutrality and a circular economy. However, as the Sixth Assessment Report of the United Nations Intergovernmental Panel on Climate Change (IPCC) indicates, current global warming countermeasures are inadequate, and more efforts and initiatives are needed than ever.

Because of this sense of crisis, we have formulated our “Long-Term Environmental Vision 2050” and our long-term environmental target “Environment 2029V”, believing that we must face the issues of resource depletion and destruction of nature head-on at the same time we are considering 2029V.

Currently, we are engaged in production activities at 54 bases around the world. As environmental regulations and demands for conservation increase, we are striving to further enhance our environmental management and actively disclose information to our stakeholders so that our efforts can be understood and appreciated better by them.

Related Information [Environment \(E\)](#)

“Transformation into a Management Foundation that can Flexibly Respond to Changes in the Environment”

Since assuming the position of President in June 2020, I have repeatedly emphasized the importance of “responding flexibly to change without being bound by past concepts.” I, as well as all of our employees, must keep an eye on the “common sense and values of the world,” that are constantly changing with the times, and continue to update them on our own. I believe that the key to sustainable corporate growth is to reflect these changes in our management.

To achieve this, an open corporate culture is essential. Based on the Sumitomo Spirit, we regard “Safety, Environment, Compliance, and Quality (S.E.C.Q.)” as the foundation of the Group’s business operations. For early detection and prevention of problems, we place importance on daily frank communication between supervisors and subordinates under the slogan “Bad News First & Thanks.”

Furthermore, in order to further develop our group’s strengths and increase productivity, we are also working on manufacturing innovation using DX and strengthening our global business foundation. In 2025P, we will stabilize our profit structure and build a stronger financial base by promoting business structure reforms and making investment decisions with an awareness of capital efficiency.

Related Information [Quality Improvement Initiatives](#)

Related Information [Supply Chain](#)

Related Information [Compliance](#)

“Responding to next generation mobility and Providing Environmentally Friendly Products”

The automotive industry is undergoing revolutionary changes in every aspect, from the way cars are structured, made, used, and sold to the regulations surrounding the industry. The way of “Monozukuri” (manufacturing), which has been a strong point of Japanese companies in the past, is about to undergo a major change due to the progress of automation, electrification, software defined vehicles (SDV), and the connected society. As the “car” evolves from a “means of transportation” to “next-generation mobility” that “adds value to transportation itself,” we will continue to create new value with our advanced technologies backed by our “materials capabilities.”

As electrification accelerates as the gateway to next-generation mobility, we will implement global sales strategies that meet the needs of each region in our five global regions and automakers' shift to electric vehicles, while strengthening our response to growing infrastructure demand in emerging and developing countries. Furthermore, in addition to reducing the environmental impact of our business activities, we will further accelerate our development efforts to contribute to the realization of a decarbonized, recycling-oriented society and a green society, including new energy, through the development of environmentally friendly products and technologies that comply with environmental regulations.



Related Information [Environmentally Friendly Products](#)

Related Information [Material Strength x CASE](#) 

Related Information [Intellectual Property](#) 

“Evolution and integration of technologies to expand the provision of safety and comfort”

Our vision of the future society we want to realize in 2029V is “Green & Pleasant Society Connecting the Nature, City and People.” Each and every one of our approximately 25,000 employees of diverse nationalities, occupations, and working environments has set their own challenges to realize the future society they wish to realize, and they are taking on the challenge of solving these challenges through manufacturing.

In the fields of “anti-vibration technology” and “environmentally friendly materials,” which we are good at, we already have strengths that other companies do not have. One of our challenges is to further evolve these technologies and open up new markets and values.

In addition, by integrating technologies through co-creation with colleagues inside and outside the company, the range of issues that can be solved will be greatly expanded. In addition to developing new technologies for the transition to a circular economy that utilizes rubber, resin, urethane, metal, and other waste materials, we are also working to create value through co-creation in collaboration with the Sumitomo Electric Group and startup companies, such as highly efficient cell culture bags for cellular agriculture.

Related Information [Our Research and Development](#) 

Toward becoming a “Global Excellent Manufacturing Company” that continues to be selected around the world



住友理工株式会社
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Through these policies that support sustainability management, our entire group of companies will continue to make further efforts to solve social issues. With the long-term perspective of creating new social value together with our many colleagues, we aim to grow sustainably together with society and become a “Global Excellent Manufacturing Company” that continues to be selected around the world.

I sincerely appreciate your continued understanding and support for the corporate activities of the Sumitomo Riko Group.

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



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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).

2029V Formulation Process

"2029V" was formulated as a "vision of the future society we want to realize" by utilizing scenario planning with mid-career employees from each department as core members.

Then, further discussions were held from the perspective of mid-career employees, in order to create the vision of the future society that we want to realize, we identified social issues and opportunities/risks related to our company, and created a draft of materiality.

Based on the draft, we compared it to global sustainability guidelines (GRI Standards), while also considering feedback from external experts. After reaffirming the mid-level employees' thoughts on the draft, and after discussion by the board members, we identified three directions and six materialities for the realization of 2029V.

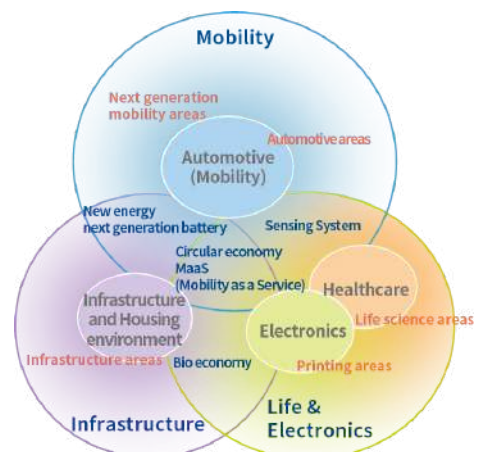
1 Formulating a "vision of the future society we want to realize" using scenario planning.

- ▶ A world view from a long-term perspective was formulated by mid-level employees in each department through the following.
 - Extracting important issues from a long-term perspective by mid-level employees.
 - Selecting two of the key issues identified, and constructing four patterns of world views.
 - By changing the above two selections in various ways, many different world views were constructed.
- ▶ The "Vision of Future Society that the Sumitomo Riko Group Wants to Realize" was formulated by selecting and consolidating the worldviews we want to realize from among these.



2 Formulation of 2029V

- ▶ In the "Vision of the Future Society We Want to Realize", the entire company and each division identified and consolidated what we can contribute through our business, and established "what we want to be in 2029".
- ▶ We examined the businesses and areas necessary to achieve this vision, and the need for collaboration among the three areas to realize it.
- ▶ The above was expressed and formulated as "2029V".



3 Identification of "Three Directions" and "Six Materialities".

- ▶ From the perspective of each mid-career employee, and taking into account external sustainability and other guidelines, we identified social issues, changes, opportunities, and risks relevant to the Company in the "Vision of the Future Society We Want to Realize".
- ▶ Based on the extracted results, we summarized them into "three directions" and "six materialities" as important issues to be addressed for the realization of 2029V.
- ▶ During the compilation process, we received comments from stakeholders (financial institutions, business partners, external experts, etc.).



4 Approval by the Management Committee and Board of Directors

- ▶ Discussions were held between mid-career employees and executives to share mid-career employees' thoughts and executives' recognition of issues.
- ▶ After discussion by all executives, Management Committee and Board of Directors approved 1-3.



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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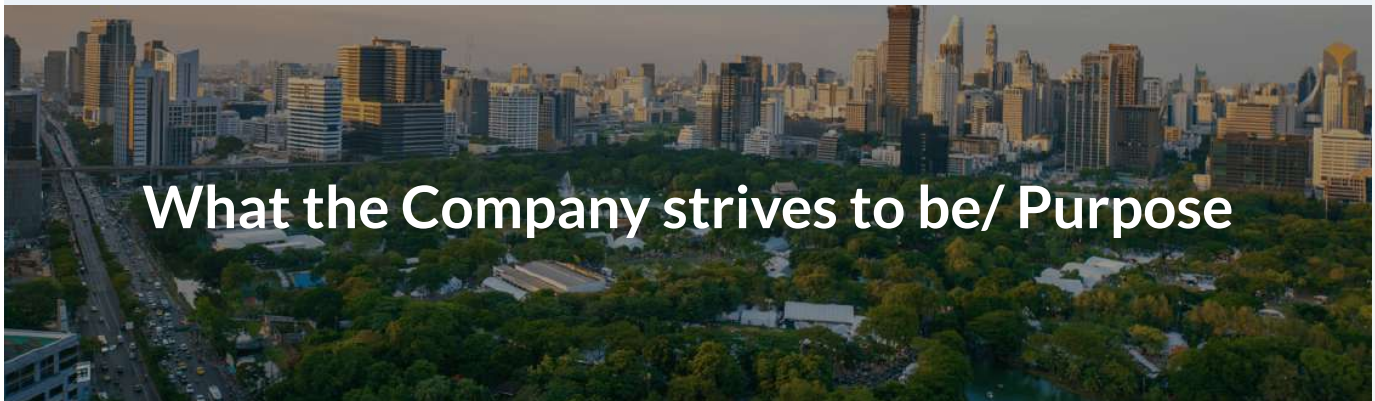
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What the Corporate Group strives to be

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.



Purpose

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

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> 2029 Sumitomo Riko Group Vision

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, and Approach to the 2025 Mid-Term Management Plan





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.

In our long-term vision, the "Sumitomo Riko Group Vision (2029V)," we set the year 2029, the 100th anniversary of our founding, as a milestone and set forth a vision of the future society we wish to realize after 2029, and selected issues that the Sumitomo Riko Group should address toward the year 2029.

Related information [Three Directions and Materiality toward 2029](#)

[What We Strive to Be in 2029]

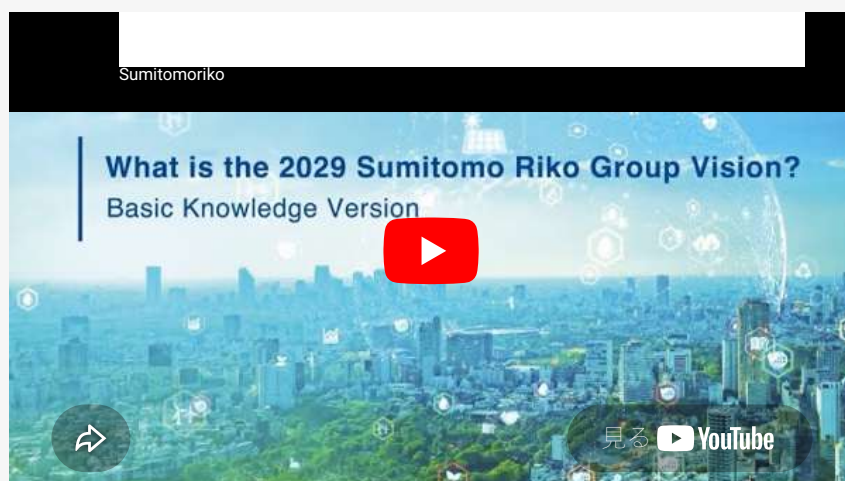
A leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners.

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.

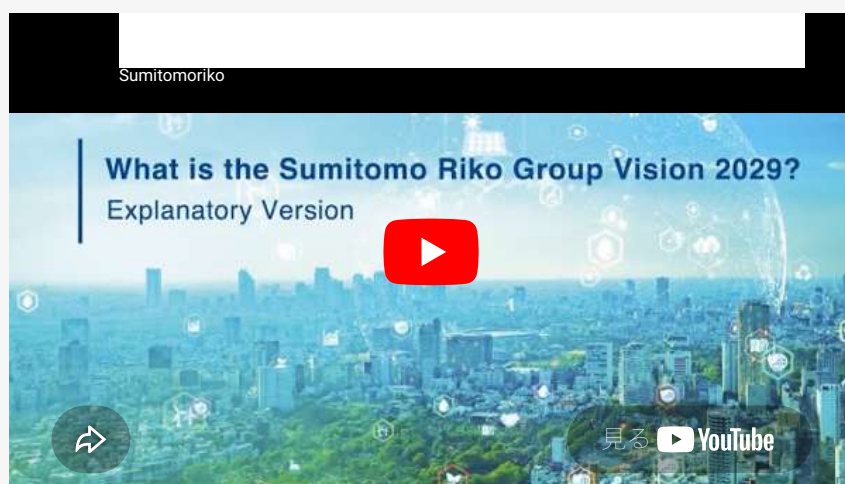
Activities to Raise Awareness of the Vision among Employees

We have released an explanatory video to help each and every employee of the Sumitomo Riko Group understand 2029V in an easy-to-understand manner and to promote its permeation into their work practices.

What is the Sumitomo Riko Group Vision 2029? [Basic Knowledge Version]



What is the Sumitomo Riko Group Vision 2029? [Explanatory Version]



Related information

[Employee Training Programs](#)

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.

[2025P Theme]

Strengthen management foundation for further profitability and sustainable growth

KPIs for 2025

	Priority initiatives	KPI	Progress
Corporate Value (Financial Goals)	Consolidated net sales	620 billion yen	IR Library
	Business Profit	32 billion yen	
	ROIC (return on invested capital)	10% or more	
	ROE (return on equity held by parent company)	9% or more	
	Dividend payout ratio	30% or more	
	Investment amount (accumulated over three years)	Research and Development 55 billion yen Facility investment 90 billion yen	
Public Value (Non-Financial Goals) *Typical example	Engagement	Provide training in corporate philosophy to global executives and promote activities to ensure all employees are aware of our corporate philosophy and vision	Sustainability Management System
	Human Resources Development	Expansion of training programs (3-year cumulative total) • Executive training: 100 participants • DX core personnel* ¹ training: 200 participants • DX data analyst* ² training: 700 participants	Human Resources Development
	Global Environmental Conservation	CO ₂ emission reduction (compared to FY2018) Scope1+2 -20%	Responding to Climate Change
		Waste reduction (compared to FY2022 basic unit) -3%	Contributing to a Resource-Recycling Society

*1 DX core personnel: Personnel engaged in leading the planning of the utilization of IoT and AI to the actual implementation in their department

*2 DX data analysts: Personnel who use IoT, AI and other specialist IT tools for work purposes in their department



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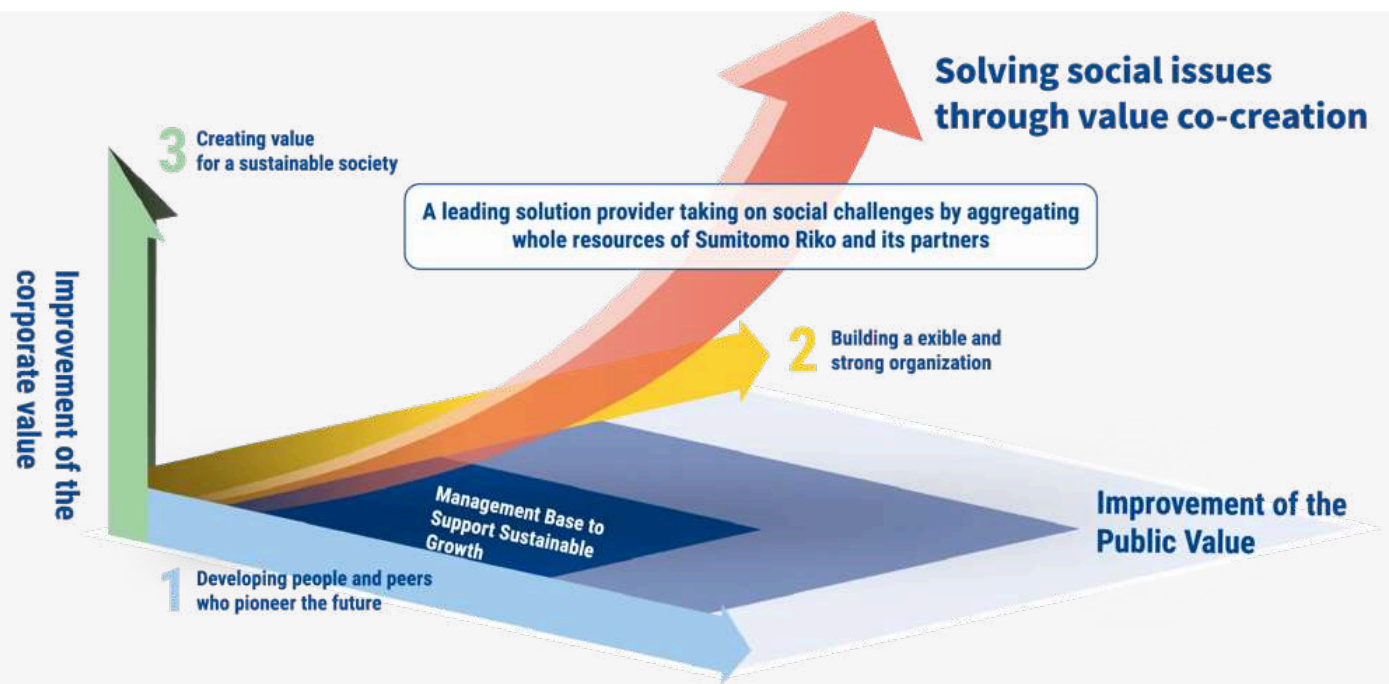
Three Directions and Materiality toward 2029

Philosophy System

- > What the Company strives to be/ Purpose
- > Vision of the Future Society We Want to Realize
- > [Three Directions and Materiality toward 2029](#)
- > The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy

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.

2025P Activity Policy	Related Pages
● Improving Engagement ● Promoting Diverse Human Resources	Human Capital Management Human Resource Development and Enhancement of Job Satisfaction Diversity, Equity & Inclusion

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.

2025P Activity Policy	Related Pages
● Stimulating inter-divisional collaboration within the company ● Establish mechanisms for co-creation and collaboration	Communication with Stakeholders Our R&D

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.

2025P Activity Policy	Related Pages
● Steady Implementation of Climate Change Countermeasures ● Strengthening efforts for resource recycling and symbiosis with nature	Environment (E)

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.

2025P Activity Policy	Related Pages
● Strengthen quality control and assurance ● Promoting Monozukuri DX ● Sophisticated and strengthened foundation of competitiveness	Quality Improvement Initiatives Supply Chain Compliance

3 Creating Value for a Sustainable Society

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

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.

2025P Activity Policy	Related Pages
● Expand sales and increase the market share of existing businesses ● Development of high value-added products ● Establish a stable revenue and financial base	Environmentally Friendly Products The Power of Materials × CASE Intellectual Property Rights

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

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.

2025P Activity Policy	Related Pages
● Expand existing products horizontally through co-creation ● Acceleration of New Business Creation by Deepening Collaboration	Our R&D



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The Sumitomo Spirit/ Sumitomo Riko Group Management Philosophy

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- [> Vision of the Future Society We Want to Realize](#)
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- [> 2029 Sumitomo Riko Group Vision](#)

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.

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)

The Sumitomo Spirit



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.



Related information [Human Resources Development](#)

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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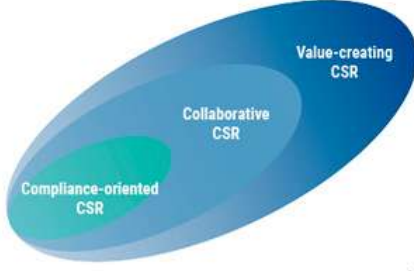
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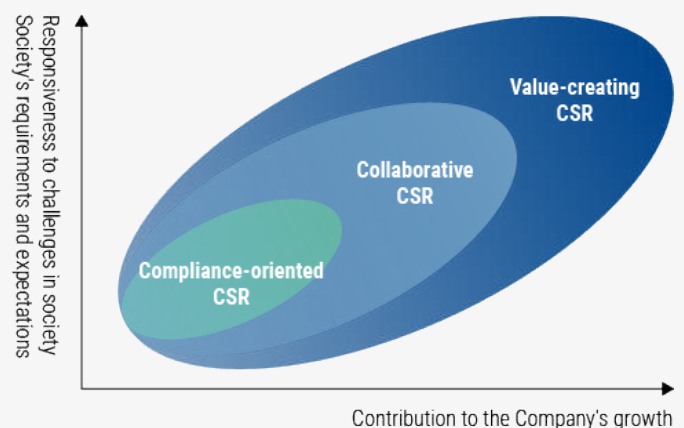
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Steps Toward Value-Creating CSR

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, April 2019 and January 2026 to reflect changes in the business environment.

Related information [Sumitomo Riko Group Corporate Action Charter \(Detailed Version\) \(150KB\)](#) 

Related information [Sumitomo Riko Group Corporate Action Charter \(Standard Version / for Printing\) \(2MB\)](#) 

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"^{*1} and "Fusu-furi"^{*2}.

^{*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 and 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 (2029V)".

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



Committee Members	Committee Chairman: Representative Director and President & CEO Committee members: Outside directors, managing executive officers, and executives in charge of each division
Secretariat	Corporate Planning Department
Frequency	Meetings held: 2 times/year Reporting to the Board of Directors: 2 times/year
Main Agenda	Discussions are held on themes such as setting and monitoring the progress of medium- and long-term climate change targets, promoting carbon neutrality, as well as the environment, safety and health, diversity and human rights, social contribution, and supply chain.

Activities

Theme	Activities	Related Pages
Environment + Carbon Neutral	Promote 2029V and 2025P environmental targets (KPI), promote energy conservation toward carbon neutrality, introduce renewable energy	Environment
Safety and Health	To achieve "Zero Accidents," control of unsafe behavior and eliminate unsafe conditions, promote safety education and training, build a culture of safety, etc.	Safety and Health
Diversity + Human Rights	Promotion of diverse human resources, work styles reform, and human rights assessments	Diversity, Equity & Inclusion Respect for Human Rights
Social Contribution	Social contribution activities to solve social issues such as frailty prevention projects and upcycling, and collaborative partnerships with multi-stakeholders	Social Contribution
Supply Chain	Promotion of CPR procurement, complying with Subcontract Act and Invoice system through "Basic Transaction Agreement" and "Supplier CSR Guidelines"	Supply Chain

Employee Education Measures

In order to ensure that each and every employee sees sustainability as his or her own personal matter and incorporates it into his or her work, the Group takes various opportunities to promote its permeation within the Company.

Since FY2023, we have been implementing various measures to instill our corporate philosophy, which is based on the "Sumitomo Spirit," in each and every employee in order to achieve the "2029 Sumitomo Riko Group Vision (2029V)"

Employee Training

Position-Specific Training

In addition to explaining the 2029V and other philosophical systems, we incorporate training aimed at helping employees understand the connection between sustainability and themselves and encouraging them to take action within rank-based training programs for new employees, skilled workers, and others. In fiscal 2024, a total of 499 employees participated in 13 sessions.

E-learning Training

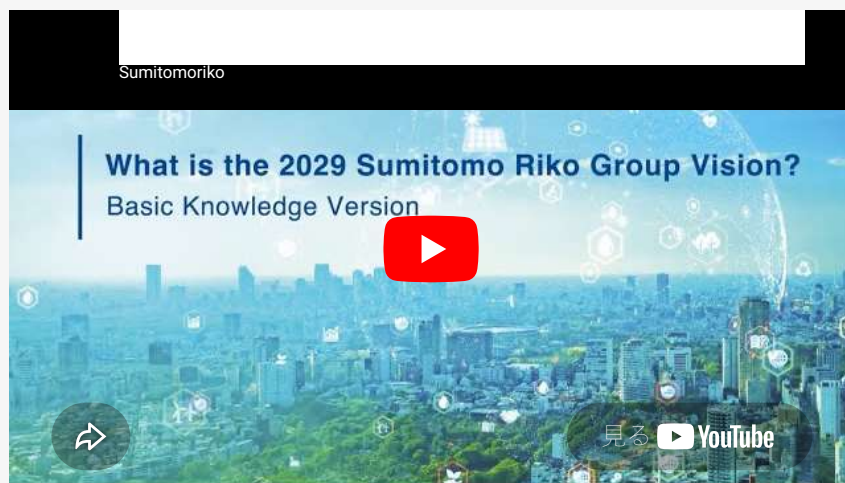
We have conducted sustainability training using e-learning since 2024 with the aim of making sustainability a personal matter and raising awareness of sustainability among individual employees. In fiscal 2024, the first year of the program, a total of 4,587 domestic Group employees took the course under the theme of "Understanding Basic Concepts of Sustainability."

Utilization of Video Content

In February 2024, we introduced a video distribution service specializing in sustainability in order to make sustainability more familiar to each Sumitomo Riko Group employee, to link it to individual actions, and to raise awareness of sustainability throughout the Group.

In order to make the Group's long-term vision easier to understand, we have released the 2029V Explanatory Video for our employees.

What is the Sumitomo Riko Group Vision 2029? [Basic Knowledge Version]



What is the Sumitomo Riko Group Vision 2029? [Explanatory Version]

What is the Sumitomo Riko Group Vision 2029? Explanatory Version



見る YouTube

Sustainability Awareness Survey

In addition to the penetration of 2029V, we have been conducting a sustainability awareness survey questionnaire since FY2023 to ascertain the current level of understanding and practice of sustainability among employees and to improve awareness and education activities. In fiscal 2024, 4,199 employees responded to the survey, including those from domestic and overseas groups.

We will continue to conduct this survey in the future, and through repeated inspections and improvements, we will apply the results to sustainable management and promote the penetration of sustainability awareness within the company.

7

Do you keep "sustainability" in mind while going about your day? *

- ☐ Yes, often.
- ☐ Yes, sometimes.
- ☐ No, not usually.
- ☐ No, almost never.

8

Select the option that best describes your knowledge of "CSR." *

- ☐ I can explain it.
- ☐ I understand it.
- ☐ I have heard about it.
- ☐ I have not heard of it or don't know anything about it.



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Sumitomo Riko Group's Stakeholders

As the Sumitomo Riko Group Corporate Action Charter declares, "we shall interact extensively with the public, and disclose corporate information actively, effectively, and fairly to create social value by enhancing corporate and social value," we are promoting "co-creation through internal and external partnerships," which is one of our materiality, by proactively engaging with our stakeholders.

Related information [The Sumitomo Riko Group Corporate Action Charter](#)

Related information [Three Directions and Materiality toward 2029](#)

Communication Methods with Each Stakeholder

Stakeholders	Communication Methods	Related Information
 Stakeholders & Investors	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.	IR Library

Customers	Communication through sales activities (as needed), Customer consultation service (as needed), etc.	-
Suppliers & Other Business Partners	Centralized management of information on transactions with suppliers (as needed), CSR questionnaires (conducted periodically for suppliers), etc.	Supply Chain
Employees	Human resources training program (annual plan), Labor-management council meetings (once a month),	Human Capital Management Respect for Human Rights Human Resource Development and Job Satisfaction Diversity, Equity & Inclusion
Local Communities	Factory dialogues at each base (once a year), Essay Awards (once a year), etc.	Stakeholder Dialogue
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.	Environmental Communication



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Komaki City Partnership Dialogue 2024 for Coexistence with Nature



Our group conducts its business activities using a variety of natural blessings, including natural rubber, air, water, and minerals. The “Sumitomo Riko Long-Term Environmental Vision 2050” formulated the year before last recognizes that we have a responsibility to pass on the blessings of nature and the natural environment to future generations without destroying them through our business activities and that we must contribute to coexistence with nature. To realize this vision, we held the second “Komaki City Partnership Dialogue for Coexistence with Nature 2024” this year in Komaki City, Aichi Prefecture, where the Komaki Head Office and Manufacturing Plant are located. To realize this vision, we held the second “Komaki City Partnership Dialogue for Coexistence with Nature 2024” this year in Komaki City, Aichi Prefecture, where the Komaki Head Office and Manufacturing Plant are located. The reason for holding this event was to strengthen and promote collaboration among the various sectors of Komaki City (companies, government, civic groups, universities, etc.) involved in the Symbiosis with Nature project, which we expect will lead to more vibrant Symbiosis with Nature activities.



[Related information](#) [Long-Term Environmental Vision and Environment 2029V](#)

[Theme] “From Point Activities to Surface Activities” - Realization of a Society in Harmony with Nature in Komaki City through Diverse Sectors

Komaki City has abundant natural attraction such as Mt. Komaki and the Chigo Forest. However, animals and plants designated as specified alien species have been found in the city, and there are concerns about their impact on native species. To preserve biodiversity in symbiosis with nature, it is important to protect the natural environment, and Komaki City is promoting efforts to conserve and restore nature and restore the ecosystem.

The theme of the second Dialogue was “Continuation: From Point Activities to Surface Activities: Realization of a Society in Harmony with Nature through Diverse Sectors,” and the participants included the Deputy Mayor of Komaki City, Aichi Prefecture, Komaki City Hall, civic groups, experts from universities, and students who will lead the next generation. First, we introduced the activities of each organization and shared the results of the partnership that was initiated by the previous dialogue. Then, we discussed what we can do to make Komaki City “a city where people live together with rich nature that leads to the future,” and worked toward the formulation of common goals.

Participants



Group photo of all participants

[Facilitator]

Mr. Toshiki Hatano, Advisor of Non-Profit Organization Komaki Citizen's Activity Network

[Stakeholders]

Mr. Kenichi Hiraoka, Deputy Mayor, Komaki City

Mr. Takashi Oshima, Chief, Biodiversity Conservation Group, Nature Conservation Section, Aichi Prefecture

Mr. Yusuke Fukami, Engineer, Biodiversity Conservation Group, Nature Conservation Section, Aichi Prefecture

Mr. Masanori Nakagawa, Group Leader, Environmental Conservation Group, Environmental Measures Section, Komaki City Hall

Mr. Akihiro Wakahara, Engineer, Environmental Conservation Group, Environmental Measures Section, Komaki City Hall

Ms. Mari Kori, Associate Professor, Nagoya University of Economics, Department of Economics

Mr. Hayaki Hashiba, Student, Nagoya University of Economics, Department of Economics

Mr. Yuta Nakashima, Student, Nagoya University of Economics, Department of Economics

Ms. Syuri Okazaki, Student, Nagoya University of Economics, Department of Economics

Mr. Michio Ozawa, Chairman, Oyama River Cleanup Association

Ms. Yoko Baba, Treasurer, Chigo-no-mori Activity Group

Mr. Tamotsu Hashimoto, Representative, Chigorin no Satoyama

[Sumitomo Riko]

Director and Senior Managing Executive Officer, Shinichi Waku

Deputy General Manager, Production Function Headquarters, Yuji Noso

General Manager, Komaki Plant, Kenji Anegawa

General Manager, Environmental Promotion Department, Hideaki Tanahashi

General Manager, Corporate Planning Department, Osamu Wakisaka

Participants' Opinions

Participants' Efforts for Symbiosis with Nature

- Aichi Prefecture has established various systems and is promoting biodiversity in order to realize "Environmental City Aichi."
- The Komaki City Biodiversity Regional Strategy is not only for the government, but also for everyone to work together to promote activities.
- Long-term and systematic activities are important for activities in harmony with nature. We would like to work with other companies in the neighborhood to revitalize the activities.
- The University has been conducting surveys of trees and invasive alien species on campus and vegetation along the Oyama River as part of its lectures.
- New ideas are being generated through the connections with various sectors that were established in the previous dialogues.
- This is an environmental and biodiversity activity, but we also aim to promote regional exchange.
- We are also using volunteer matching and other means to allow many people to experience its activities.
- We focus on environmental preservation activities, with the aim of creating people and forests for the future of our children.
- Nature can be easily destroyed, but it cannot be easily created. Therefore, conservation and protection are important.

What we can do for children in the future, aiming to create a "town where nature and people live together."

- We would like to expand the scope of our activities to create a clean forest that anyone can visit and to promote tree clearing and tree thinning with children.
- We would like to make it possible for members of all ages to participate in activities on an ongoing basis.
- It is difficult for young people to participate in activities alone. It is easier for young people to participate if they are part of school clubs or club teams.
- If a camera is lent to participants in environmental activities for use in social networking services and a photo session is held, this may add value to the program and make it more acceptable to young people.
- If students can have a semi-mandatory experience with nature at school, it will be easier for them to become interested in environmental issues when they grow up.
- For the preservation of ecosystems, it is necessary to have a solid management plan in place in advance.

Facilitator Summary

Human beings were nurtured by nature and are here today. Not only plants, animals, and insects, but also how can human beings live happily? Nature is an indispensable part of human life, where people are born, grow up, have families, and continue to do so. In a destroyed environment, people cannot live happily. This is why various people work together to create such an environment. The Komaki model set by Sumitomo Riko can be one of the themes, can't it? In the future, while making these kinds of connections, small children will come back to participate in activities. I believe that such a society should be created.

I believe that natural symbiosis is our very life, including the relationship between the community and nature, between people and nature, between family and life and nature, between the company that provides our livelihood and nature, and between the public and the community and nature. It was a time when I strongly felt that exchanging opinions from various perspectives is the very starting point of a "symbiotic society."

We hope that this dialogue will serve as a catalyst for the realization of a society in harmony with nature in Komaki while connecting with even more people.

February 2025

Non-Profit Organization Komaki Citizen's Activity Network

Advisor, Toshiki Hatano

After the Dialogue

It was a very meaningful dialogue with many comments and suggestions from everyone. We strongly believe that nature should be a source of comfort for people and that we should first cherish our nearest environment. We would like to make the most of what we were able to share with you this time and continue to promote dialogue and activities in collaboration with various sectors for the purpose of coexistence with nature and preservation of biodiversity.

Sumitomo Riko Company Limited

The 10th 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.”)

We hope that this award will serve as an opportunity for students from all over Japan to learn about social issues and the creation of a sustainable society, provide a place for them to discuss their ideas and contribute to their growth by broadening their perspectives.

In FY2024, we invited papers on the theme of “How to solve social issues through ‘open innovation.’” The screening committee was chaired by Yukari Takamura (Professor at the University of Tokyo's Future Vision Research Center), as well as a panel of experts. In addition, Sumitomo Riko Group employees participated in the preliminary screening to incorporate the ideas and proposals of young people and apply them to management, and five winning essays were selected, including the Grand Prize Award and the Excellence Award. In January, a round-table discussion was held with the 13 students who received the Grand Prize Award and Excellence Award, the Screening Committee members, and Sumitomo Riko executives. At the round-table meeting, in addition to a presentation and Q&A session on the essays submitted by each winning student, we also gave a presentation titled “Future Conference Toward 2024,” in which we explained the future vision that Sumitomo Riko hopes to realize, which was formulated with an eye toward society in the years 2024 to 2050. This was followed by an exchange of opinions on what the world will be like in 2050, what they would like to be like in that world, and whether they can empathize with Sumitomo Riko's vision of the future.

This year marks the 10th anniversary of this award, and we have received a total of 768 submissions and awarded a total of 76 papers since the first award.

Among the award winners, there are a number of people who are now active not only in Japan but also in other countries and in various cutting-edge industries as a result of what they have discussed and explored in this award. Some of them have told us that winning this award has led them to their current careers. Through the discussion with the award-winning students, we gained a lot by getting into the culture and ideas of today's youth. Dialogue with the students, the next generation of stakeholders, was a valuable opportunity for us to learn what the company should aim for and what social issues the students are interested in.



Group photo at the round-table conference for the winners (January, 2024)



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**Long-Term Environmental Vision
and Environment 2029V**



Environmental Management



Responding to Climate Change



Responding to Water Risks



**Contributing to a Resource-
Recycling Society**



**Contributing to a Society in
Harmony with Nature**



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Long-Term Environmental Vision and Environment 2029V

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



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 global push towards decarbonization has accelerated significantly, with various countries and companies committing to carbon neutrality by 2050. In this context, the Sumitomo Riko Group is actively tackling environmental issues as a key challenge, supporting the Task Force on Climate-related Financial Disclosures (TCFD) and securing approval from the Science Based Targets initiative (SBTi) for the science-based targets set by our parent company, Sumitomo Electric Group. We are committed to promoting information disclosure and environmental initiatives based on global standards to achieve carbon neutrality by 2050.

In addition to climate change, global environmental issues such as water risks, resource depletion, plastic waste, and biodiversity loss are becoming increasingly severe and are recognized as significant challenges by the international community. In response to these issues, efforts to address the Sustainable Development Goals (SDGs), implement a circular economy, and conserve biodiversity are rapidly accelerating worldwide.

In light of the rapid environmental changes we are experiencing, we aim to contribute to a sustainable society while pursuing sustainable development as a business. To achieve this, maintaining a long-term perspective and responding to global trends are crucial as we continue to provide valuable offerings. To guide our efforts, we have established the *Sumitomo Riko Long-Term Environmental Vision 2050*. Additionally, by



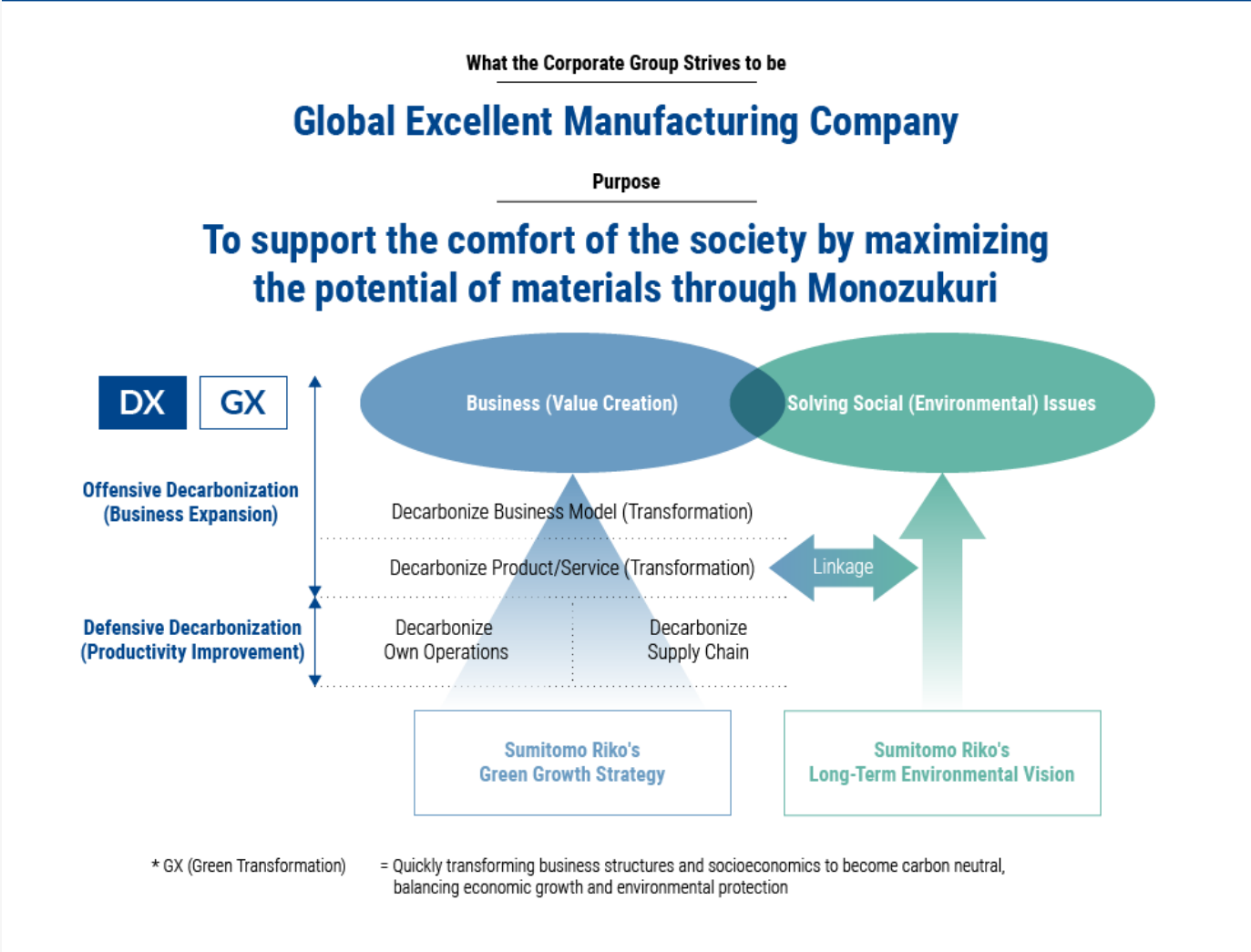
backcasting from this vision, we formulated the *Environment 2029V* in April 2023.

- Related information

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

[Responding to Climate Change](#)

Perspectives on the Long-Term Environmental Vision 2050 and 2029V Formulation



Long-Term Environmental Vision 2050

As the world faces various environmental challenges, we envision a sustainable future society where safety and comfort are realized for people around the globe. In preparing our *Long-Term Environmental Vision 2050*, we undertook a review of our company's materiality, identifying key themes: *creating a decarbonized society*, *fostering a resource-recycling society*, and *promoting a society in harmony with nature*. With these foundations in mind, we have defined our long-term vision with the slogan, "Toward a future where everyone can enjoy a comfortable life."

Toward a future where everyone can enjoy a comfortable life



Toward a *decarbonized society*, we will reduce CO₂ emissions.

Toward a *resource-recycling society*, we will make careful use of resources.

Toward a *society in harmony with nature*, we will safeguard and cherish the gifts of nature.

Our vision for the future in 2050 is as follows:





Environment 2029V

The Sumitomo Riko Group has set a medium-term environmental goal, *Environment 2029V*, to achieve the ideal state outlined in our long-term vision. We are committed to contributing to the creation of a *decarbonized society*, a *resource-recycling society*, and a *society in harmony with nature*, while minimizing our environmental impact and pursuing business growth alongside the creation of new value.

Environment 2029V Priority Initiatives

Sumitomo Riko will contribute to:

Decarbonizing Society by

Reducing CO₂ Emissions Aiming at the 1.5°C Target

Resource-Recycling Society by

Minimizing Waste and Promoting the Use of Sustainable Materials

Society in Harmony with Nature by

Visualizing and Reducing Our Own Environmental Impact on the Ecosystem

Key Issue	Environment 2029V Action Goals	Environment 2029V Numerical Targets
Contribution to a Decarbonizing Society	Reduce greenhouse gas (GHG) emissions	Scope 1+2: 30% reduction in CO ₂ emissions (compared to FY2018)
		Scope 3: 15% reduction in CO ₂ emissions (compared to FY2018)
	Increase efficiency of energy use	10% reduction in energy intensity per sales (compared to FY2022)
	Promote the adoption of renewable energy	2.5% increase in renewable electricity ratio (compared to FY2022)

Contribution to a Resource-Recycling Society	Reduce waste	7% reduction in waste intensity per sales (compared to FY2022)
	Minimize waste	Waste rate: 4% or less
	Promote the use of sustainable materials	Sustainable material ratio: 20% or more
	Minimize water consumption	10% reduction in water withdrawal (compared to FY2022)
Contribution to a Society in Harmony with Nature	Promote visualization and reduction of the environmental impact on ecosystems in the areas surrounding the company	Establishment of impact assessment methods for various environmental aspects, including local biodiversity, and disclosure of relevant information
	Minimize environmental risks	Environmental incidents: Zero cases of serious accidents, violations of laws, or complaints

Environment 2025P

To ensure we achieve our medium-term environmental goal, *Environment 2029V*, we have developed a three-year action plan, *Environment 2025P*. This plan takes into account our backcasting from *2029V* and the ongoing challenges associated with our previous environmental goal, *Environment 2022V*.

Key Issue	Environment 2025P Action Goals	Environment 2025P Numerical Targets
Contribution to a Decarbonizing Society	Reduce our own GHG emissions (Scope 1+2) Formulate plans to reduce supply chain GHG emissions (Scope 3)	20% reduction in Scope 1+2 CO ₂ emissions (compared to FY2018)
Contribution to a Resource-Recycling Society	Continue waste reduction efforts through recycling	3% reduction in waste intensity per sales (compared to FY2022)



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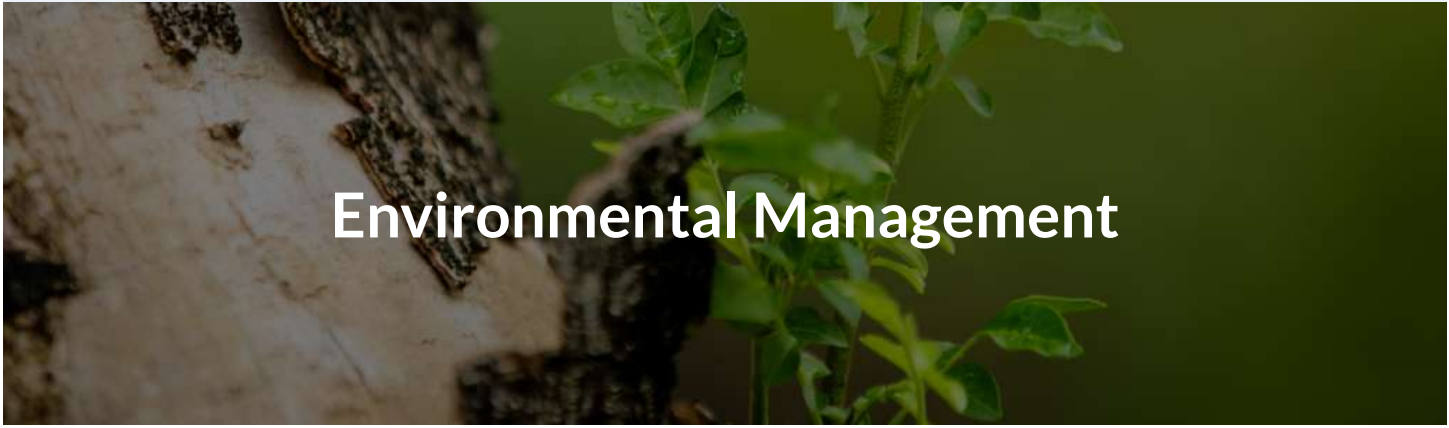
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Shareholders and Investors, Suppliers and Other Trade Partners,
Employees, Global Environment



Basic Approach

The Sumitomo Riko Group Corporate Action Charter states, "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." Guided by this principle, we engage in activities that contribute to society, strive to protect the environment, and work toward building a sustainable future. To implement this policy, we will focus on reducing the environmental impact and risks associated with our business activities by utilizing our environmental management system, while also developing eco-friendly products and technologies that comply with environmental regulations.

Environmental Philosophy

Basic Policy

 Sumitomo Riko Group is committed to prioritizing environmental conservation and conducting its activities in line with societal expectations.



and regulations. We uphold the principles of *mottainai* (a Japanese term that expresses a sense of regret over waste) and *omoiyari* (a Japanese term that conveys compassion and consideration for others) in all our operations, including product development, design, procurement, production, logistics, sales, and disposal. Through our dedication to socially responsible activities, we aim to protect the global environment and contribute to building a sustainable society.

Action Guideline

- 1. We will incorporate environmental conservation activities into our corporate culture and ensure that all employees actively participate in them.
- 2. We will work together as the Sumitomo Riko Group to engage in global environmental conservation efforts.
- 3. We will comply with environmental laws and regulations established by national and local governments while also developing our own plans to reduce our environmental impact.
- 4. We will set targets and objectives for environmental issues and commit to systematic and continuous improvement.
- 5. We will focus on developing products and production methods with lower environmental impact while enhancing our proactive efforts in environmental conservation.
- 6. We will promote the disclosure of environmental information and foster engagement with the community and society.

Environmental Promotion Structure

The Sumitomo Riko Group’s environmental conservation initiatives are reviewed and approved by the CSR (Corporate Social Responsibility) Sustainability Committee, which establishes policies and assesses the overall status of environmental initiatives throughout the Group. The CSR Sustainability Committee, chaired by the President, convenes biannually and presents its reports to the Board of Directors twice a year.



Establishment of Environmental Management System (ISO 14001)

The Sumitomo Riko Group has obtained ISO 14001 certification, an international standard for environmental management systems, at its production sites both in Japan and overseas. This certification has been achieved at 11 locations in Japan and 40 locations outside Japan.

Related information [ISO 14001 Certification Status \(list of certified companies\)](#)

Targets, Results, and Plans Based on Environment 2025P

FY2024 Results for Key Environmental Issues

Items	FY2024 Targets	FY2024 Results	Status
Greenhouse Gas (GHG)	17.0% reduction in total emissions compared to FY2018	29.3% reduction	✓
Energy	2.0% reduction in energy intensity compared to the previous year	7.6% reduction	✓
Renewable Energy	0.6% increase in renewable energy ratio compared to FY2022	7.6% increase	✓
Waste (excluding recoverables)	2.0% reduction in waste intensity compared to FY2022	17.9% reduction	✓
Waste Recycling	Recycling rate of 80% or more	Achieved an 80% recycling rate	✓
Volatile Organic Compounds (VOC)	Reduction in Sumitomo Riko's emissions to below the FY2017 levels	51% reduction	✓
Chemical Substances	Continuously addressing new regulations	Compliance with revised <i>Chemical Substances Control Law</i> , <i>EU REACH</i> , and revised <i>TSCA</i>	✓
Environmental Incidents	No major incidents, legal violations or complaints	6 violations, 1 complaint	×
Water Withdrawal	2.0% reduction in total volume compared to FY2022	8.2% reduction	✓

Notes ✓:Target Achieved ×:Target Not Achieved

FY2025 Targets and Plans

Items	FY2025 Targets	FY2025 Plans
GHG	30.0% reduction in total emissions compared to FY2018	Continuous efforts to implement reduction initiatives and conduct energy audits
Energy	2.0% reduction in energy intensity compared to FY2024	
Renewable Energy	8.0% increase in renewable energy ratio compared to FY2022	Planned deployment of solar power systems and acquisition of Renewable Energy Certificates

Waste (excluding recoverables)	3.0% reduction in waste intensity compared to FY2022	Defect reduction, yield improvement, and converting waste into recoverables
Waste Recycling	Recycling rate of 80% or more	Enhancement of recycling opportunities for waste materials
VOC	Reducing Sumitomo Riko's emissions to below FY2024 levels	Continuous implementation of VOC reduction measures
Chemical Substances	Continuously addressing new regulations	Early acquisition of new regulatory information and internal deployment
Environmental Incidents	No major incidents, legal violations or complaints	Ongoing site audits and communication of environmental regulatory information
Water Withdrawal	3.0% reduction in total volume compared to FY2022	Promotion of efficient water use practices and recycling initiatives

* The denominator used to calculate the intensity of each performance indicator is net sales.

* Details on each issue are available on the related page.

Compliance with Environmental Laws and Regulations

The Sumitomo Riko Group is committed to full compliance with environmental regulations. In fiscal year 2024, we reported six regulatory violations across our domestic and international sites. These included exceeding wastewater standards in Poland, two deficiencies in waste disposal contracts in Japan, omissions in fluorocarbon equipment inspection records in Japan, and incorrect reporting in the Safety Data Sheet (SDS) and inaccurate reporting of Volatile Organic Compounds (VOC) emissions in the United States. Additionally, we received one complaint regarding dust dispersion in Japan. We promptly addressed these issues and implemented measures to prevent their recurrence.

Going forward, we will prioritize efforts to eliminate violations of environmental regulations and strive for zero environmental incidents. To ensure strict compliance with environmental laws at each facility, we have established the Regional Environmental Task Force, composed of environmental managers from each site in Japan. Through this committee, we will provide information about revised regulations and share examples of regulatory violations. Additionally, we will conduct regular environmental audits at both domestic and international facilities to verify compliance and proactively prevent violations.

Furthermore, we have developed the *Environmental Management Guidelines*, which outline the principles and approaches to environmental management, as well as strategies for addressing potential issues. This document is used for training newly appointed site managers, executives, and environmental staff. Additionally, we have prepared and rolled out the *Environmentally Friendly Construction Guidelines* within the organization, which summarize the environmental considerations for construction projects undertaken by each site. This guide aims to ensure compliance with regulations while minimizing inconvenience to neighboring communities.

Future Issues and Responses

The Sumitomo Riko Group operates globally, with production sites at 54 locations. The Environmental Promotion Department at Sumitomo Riko collaborates with the Carbon Neutral Promotion Office and the Global Promotion Office to provide guidance on environmental activities and facilitate information exchange, either directly with these sites or through the relevant business headquarters.

Amid the strengthening of environmental regulations and the growing demands for conservation efforts, the environmental management of the Sumitomo Riko Group must continue to evolve. To realize our *Long-Term Environmental Vision 2050*, we will foster information exchange, track our activities, and enhance communication as we move ahead.



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



Basic Approach

The Sumitomo Riko Group is committed to achieving carbon neutrality by 2050 and has established greenhouse gas (GHG) reduction targets. We are dedicated to reducing our CO₂ emissions (Scopes 1 and 2) and those throughout our supply chain (Scope 3) as part of a unified company-wide effort.

To minimize direct emissions, we are adopting a dual approach that includes transitioning to renewable energy sources and reducing energy consumption during production. By leveraging our core strengths in manufacturing, materials, and product development, we are actively working to mitigate and adapt to climate change. In addition, we are implementing initiatives in our supply chain to reduce CO₂ emissions associated with the sourcing, transportation, and disposal of raw materials and components.

SBTi Validation of Our Targets

In April 2021, the GHG emission reduction targets of the Sumitomo Riko Group, as part of the Sumitomo Electric Group, were validated by the Science Based Targets initiative (SBTi). These targets aim for a 30% reduction in Scope 1 and 2 emissions by fiscal year 2030 and a 15%



reduction in Scope 3 emissions, both based on FY2018 levels. These goals align with the Paris Agreement's objective of limiting global temperature rise to well below 2°C (WB2°C) above pre-industrial levels.

Given the urgent need for greater efforts to reduce GHG emissions, as emphasized in the *AR6 Synthesis Report: Climate Change 2023*, published by the Intergovernmental Panel on Climate Change (IPCC) in March 2023, we recognize the importance of more ambitious actions. As part of our *Environment 2029V* initiative, introduced in 2023, we have advanced the target achievement year by one year with the 1.5°C target in mind.

Disclosure on Climate Change Response

In June 2022, the Sumitomo Riko Group publicly expressed its support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and is committed to providing transparent information through our securities reports, integrated reports, website, and other channels.

In the future, we will continue to enhance the quality of our disclosures in alignment with international sustainability disclosure standards, including the International Sustainability Standards Board (ISSB) guidelines.

[Related Information](#) [Disclosure Based on TCFD Recommendations for FY2024 \(330KB\)](#) 

Medium- and Long-Term GHG Reduction Targets

Item	Target Year	CO ₂ Reduction Targets
Sumitomo Riko Group Long-Term Environmental Vision 2050	2050	Achievement of Carbon Neutrality
2029 Sumitomo Riko Group Vision (2029V)	FY2029	Scope 1+2: 30% reduction compared to FY2018 Scope 3: 15% reduction compared to FY2018
2025 Sumitomo Riko Group Medium-term Management Plan (2025P)	FY2025	Scope 1+2: 20% reduction compared to FY2018

Efforts to Reduce GHG Emissions in Business Operations

The Sumitomo Riko Group is committed to achieving carbon neutrality by 2050. We are enhancing energy productivity by rigorously reducing energy loss and implementing initiatives to turn off equipment when it is not in use, while also upgrading inefficient energy systems to improve our infrastructure. Additionally, we are promoting the adoption of renewable energy sources, such as solar power, to reduce our GHG emissions.

GHG Emissions (Sumitomo Riko Group)

The Sumitomo Riko Group has achieved a 29.3% reduction in total GHG emissions for FY2024 compared to FY2018, while carbon intensity has decreased by 47.9% over the same period.



*1 The denominator used to calculate the intensity is net sales (after eliminating internal transactions) within the aggregation scope.

*2 Starting from FY2023, we have switched the CO₂ emission factors for electricity from a location-based approach to a market-based approach. We are utilizing emission factors specific to electricity providers, and in some cases, we also use country-specific factors from the *IEA Emissions Factors*.

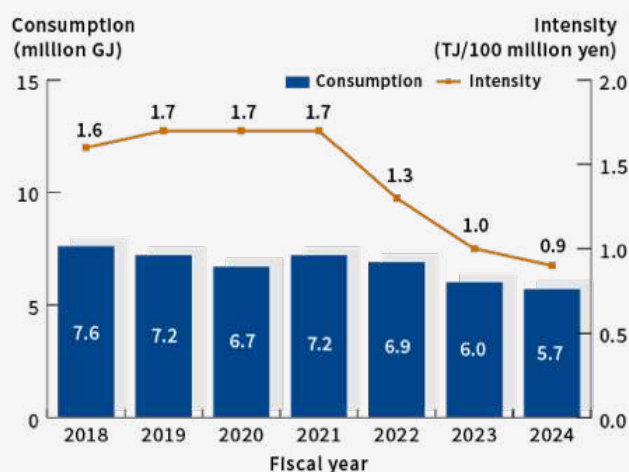
*3 The CO₂ emission factors for sources other than electricity are based on the factors outlined in the *Manual for Calculation and Reporting of Greenhouse Gas Emissions* published by the Ministry of the Environment.

*4 Starting from FY2023, the emission factors have been revised due to changes in the *Act on Promotion of Global Warming Countermeasures*.

*5 The emissions data presented in this section has been assured by a third-party organization. However, the emission intensity figures are not included in the scope of this assurance.

Energy Consumption (Sumitomo Riko Group)

The total energy consumption of the Sumitomo Riko Group for FY2024 decreased by 7.6% compared to the previous year.



*1 The emission intensity figures are not included in the scope of the third-party assurance.

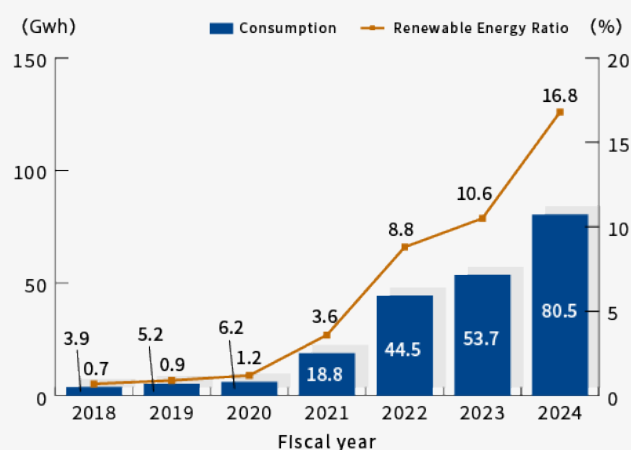
*2 The denominator used to calculate the intensity is net sales (after eliminating internal transactions) within the aggregation scope.

*3 The energy conversion factors used are based on the *Act on the Rational Use of Energy (Energy Conservation Act)* by the Ministry of Economy, Trade and Industry of Japan.

*4 In FY2023, the energy conversion factors were revised due to amendments to the *Energy Conservation Act*.

Renewable Energy Consumption (Sumitomo Riko Group)

The Sumitomo Riko Group's renewable energy consumption for FY2024 has increased by 50% compared to the previous year, and the ratio of renewable energy has risen by 6.2 percentage points.



* Renewable energy ratio = Renewable energy electricity consumption / Total electricity consumption

To achieve carbon neutrality, the Sumitomo Riko Group is actively advancing the expansion of its renewable energy share and diversifying its procurement methods. In FY2024, in addition to the further installation of solar power generation on our premises, we have implemented new initiatives such as procuring biogas power from food recycling and engaging in off-site Power Purchase Agreements (PPAs) in collaboration with another subsidiary of Sumitomo Electric Industries, Sumitomo Wiring Systems.

Related Information [Sumitomo Riko to Use Virtually 100% Renewable Energy to Power its Technical Research Laboratories](#) 

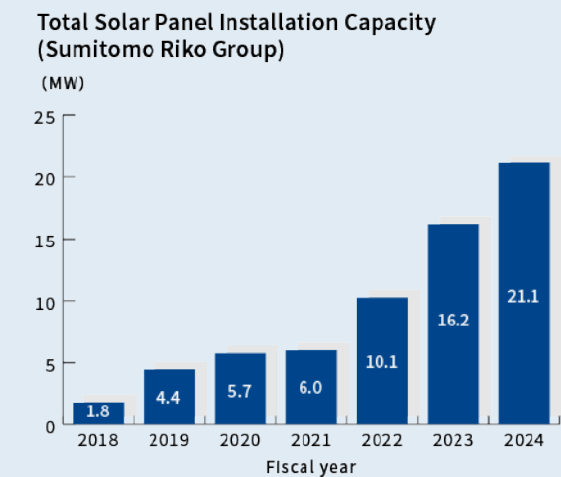
Related Information [Sumitomo Electric Group Implements Off-Site PPA \(Japanese\)](#) 

Related Information [Securing an additional 4,500 kW of solar power in FY 2024 \(Japanese\)](#) 

Examples of GHG Emission Reductions

①Expansion of Solar Power

As solar power generation is a leading form of renewable energy that does not emit GHGs, the Sumitomo Riko Group is actively incorporating it into its operations. In FY2024, we installed a total of 4.9 MW of solar power generation capacity at our facilities in Japan, China, and Indonesia, bringing our cumulative generation capacity to 21.1 MW—a 1.3-fold increase compared to the previous year. Additionally, our annual emissions reduction reached 10,500 tons of CO₂ equivalent.



SumiRiko Oita Advanced Elastomer Company Limited

②Promotion of Global Energy Saving Activities by CN Teams

The Sumitomo Riko Group has formed Carbon Neutral (CN) teams to enhance collaboration between headquarters and manufacturing sites, aiming to effectively achieve CO₂ reduction targets. In FY2024, we worked with eight teams in high CO₂ emission locations, including the Komaki Plant and sites in the United States and China. Through weekly CN meetings, we shared effective energy-saving measures from the Komaki Plant, such as switching off lights and equipment when not in use, planned power outages, and addressing air and heat leakage. This resulted in an approximate reduction of 8,000 tons of CO₂ annually. Notably, SumiRiko Automotive (Guangzhou) Co., Ltd. (SRK-GZ) received high recognition for its internal initiatives and the extension of these activities to other locations in China. In FY2025, we will establish CN teams in Southeast and South Asia to achieve further CO₂ reductions.



Weekly CN Meeting (SRK-TN)



CN Initiative Award - Grand Prize (SRK-GZ)

③Reduction of Heat Loss

At Sumitomo Riko, we rely on a substantial amount of thermal energy for various processes, such as vulcanizers and drying ovens, making the management of heat loss a critical priority. To address this issue, each department has proposed ideas for optimal insulation specifications for their equipment, leading to ongoing discussions, enhancements, and the implementation of effective solutions. Moreover, we actively encourage our suppliers to adopt these successful measures, which contribute to reducing emissions throughout our Scope 3 supply chain.



Drying oven insulated with in-house developed insulation material (Finesulight®)



Reduction of radiant heat from equipment using heat-shielding coating on molds



④Optimal Operation of the Cogeneration System

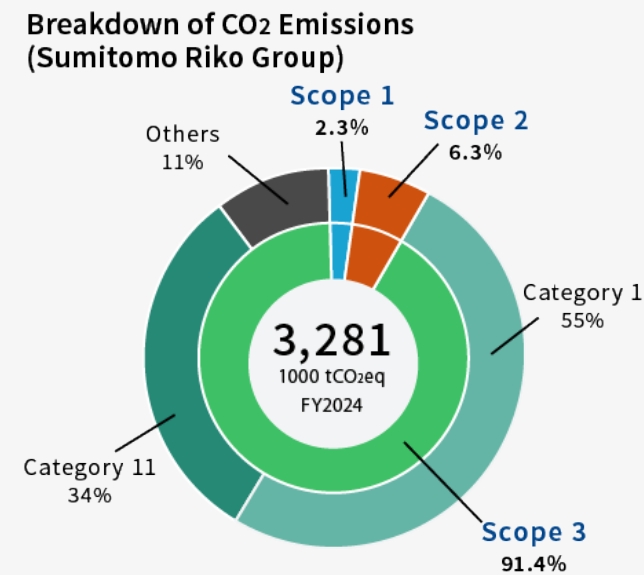
The cogeneration system (CGS) is designed to effectively utilize the heat generated during power production. In conventional power generation, this heat is wasted; however, CGS captures this heat for hot water supply and steam generation, enhancing energy efficiency and contributing to a reduction in CO₂ emissions. At Komaki Plant, we have optimized the operation of our CGS in conjunction with improving boiler efficiency, resulting in a reduction of approximately 1,800 tons of CO₂ emissions per year.



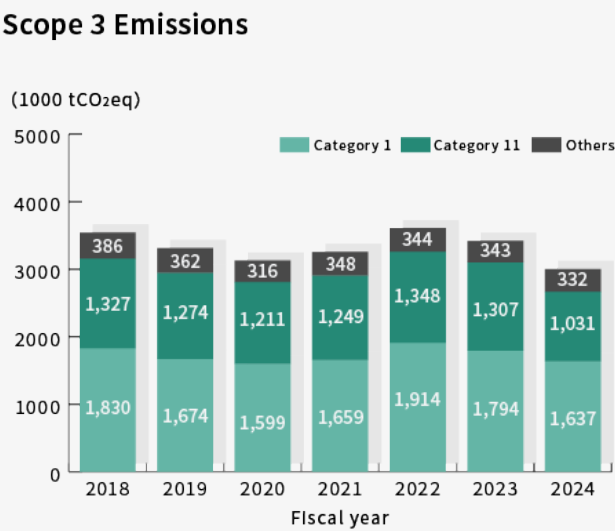
GHG Emissions in the Value Chain

The Sumitomo Riko Group is committed to achieving carbon neutrality by 2050. To this end, we are not only reducing GHG emissions from our own business activities (Scope 1 and 2) but also working to minimize emissions across our entire value chain (Scope 3), which includes the procurement of raw materials as well as the use and disposal of our products.

In FY2024, the breakdown of GHG emissions for the Sumitomo Riko Group across its entire value chain was 8.6% for Scope 1 and 2 combined, and 91.4% for Scope 3. Notably, Scope 3 emissions decreased by 15.0% compared to FY2018, primarily due to the adoption of sustainable materials and the expansion of products for electric vehicles.



- Scope 1: 75,000 tCO₂eq
 - Scope 2: 206,000 tCO₂eq
 - Scope 3: 3,000,000 tCO₂eq
- Category 1 = Purchased goods and services
Category 11 = Processing of sold products
Others = Categories 2-10, 12-15



Promotion of Modal Shift and Transportation Efficiency

At Sumitomo Riko, we are committed to reducing the environmental impact of logistics through modal shifts and shipment consolidation, which aim to decrease the number of trips by utilizing larger vehicles. Additionally, we further minimize the number of trips through route optimization, thereby further decreasing our environmental footprint.

Future Issues and Responses

In the latest global warming report published by the United Nations in March 2023 (*AR6 Synthesis Report*, IPCC), countries around the world are urged to make significant and rapid reductions in GHG emissions. In response, the Sumitomo Riko Group recognizes the importance of steadily advancing its current GHG reduction plan, achieving its targets ahead of schedule, and establishing new objectives.

Furthermore, in our pursuit of carbon neutrality, we will collaborate not only within our organization but also with the Sumitomo Electric Group, local businesses, and companies across various industries to address this global challenge.



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Responding to Water Risks

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- [> Long-Term Environmental Vision and Environment 2029V](#) [> Environmental Management](#)
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- [> Contributing to a Resource-Recycling Society](#)
- [> Contributing to a Society in Harmony with Nature](#)
- [> Appropriate Chemical Substance Management](#) [> Environmental Communication](#)
- [> Environmentally Friendly Products](#)

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



Basic Approach

The Sumitomo Riko Group recognizes the importance of water as a vital resource, particularly because we consume a significant amount of water for cleaning the metal components used in our products, surface treatment, and cooling manufacturing equipment and plastic molded products. Furthermore, in the *Global Risk Report* published by the World Economic Forum, water risk consistently ranks among the top concerns, highlighting the necessity of responsible water management.

In response to this challenge, we are focusing not only on reducing water consumption by enhancing our production processes and recycling wastewater but also on evaluating regional risks to ensure the continuity of our business operations.

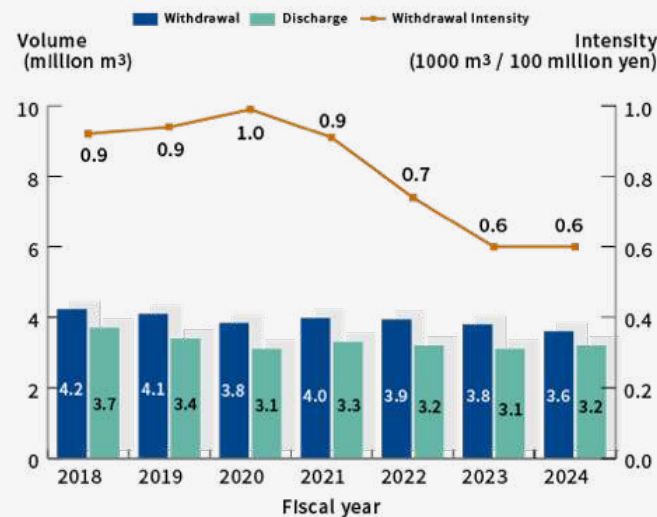
Efforts to Reduce Water Consumption

 utilize counter-current multi-stage washing equipment for cleaning our products, ensuring effective results while conserving water.

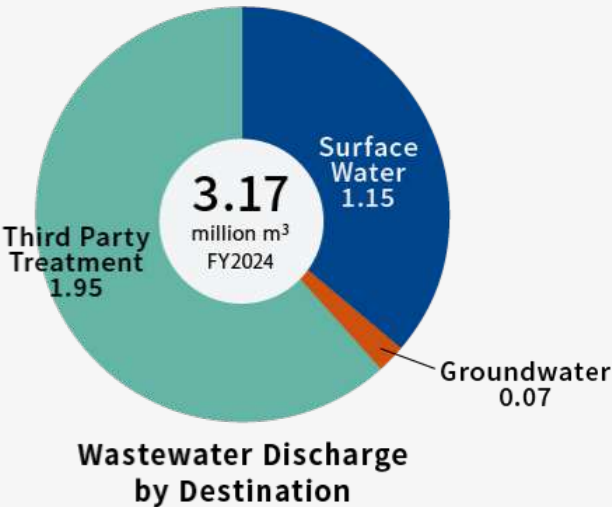
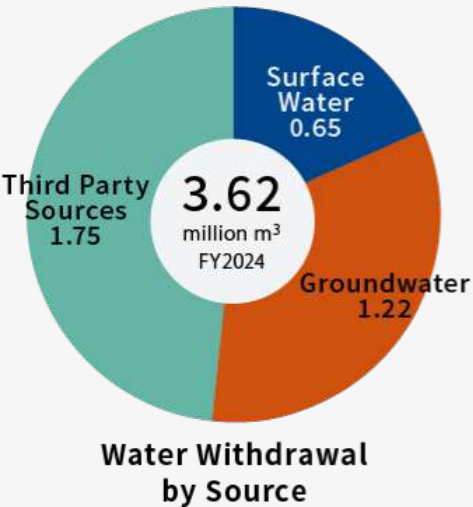

Additionally, in processes involving equipment such as rubber kneaders and extruders, water is commonly used as a coolant to control the heat generated. To prevent excessive water consumption from continuous flow, we employ cooling towers and chillers to cool the heated water, allowing it to be recirculated and reused. This approach significantly enhances our overall water conservation efforts.

Water Withdrawal and Wastewater Discharge (Sumitomo Riko Group)

FY2024 Target: 2% reduction in water withdrawal (compared to FY2022)
The Sumitomo Riko Group has achieved an 8.2% reduction in water withdrawal.



*The denominator used to calculate the intensity is net sales (after eliminating internal transactions) within the aggregation scope.



Understanding and Reducing Water Risks

At Sumitomo Riko Group, we use the international water risk assessment tool Aqeduct to evaluate water risks in the regions surrounding all our domestic and international production sites. To ensure the accuracy of our findings, we conduct direct interviews at each location. So far, our assessments have not identified any significant risks that require immediate attention.

However, considering the dramatic changes in the global environment in recent years, we are strengthening our initiatives to address various water risks, including resource depletion, water quality deterioration, flooding, and stricter regulations.

Future Issues and Responses

The Sumitomo Riko Group recognizes that water risk varies by region, presenting challenges such as water shortages driven by population growth and an increased risk of flooding due to global warming. As a company with a global presence, these challenges are critically important to us. To tackle these challenges, we are implementing a range of initiatives. Specifically, we are implementing water-saving measures and leak prevention in our production processes while also advancing the reuse of wastewater. In addition, we are developing new process designs aimed at eliminating the need for water. Furthermore, we are enhancing information sharing among our global sites and actively working to identify future risks and formulate action plans for risk reduction.



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



Basic Approach

In recent years, the importance of sustainable resource circulation has grown significantly due to the need to reduce environmental impact and prevent resource depletion. Consequently, companies are increasingly expected to adopt advanced circular economy practices by minimizing waste and utilizing recycled and sustainable materials.

At the Sumitomo Riko Group, we utilize both natural resources, such as rubber and minerals, as well as petroleum-based materials like synthetic rubber and chemicals. In response to these societal challenges, we are committed to evolving our traditional 3R (Reduce, Reuse, Recycle) initiatives and advancing towards more sophisticated circular business practices that promote sustainable operations.

Efforts to Reduce Waste

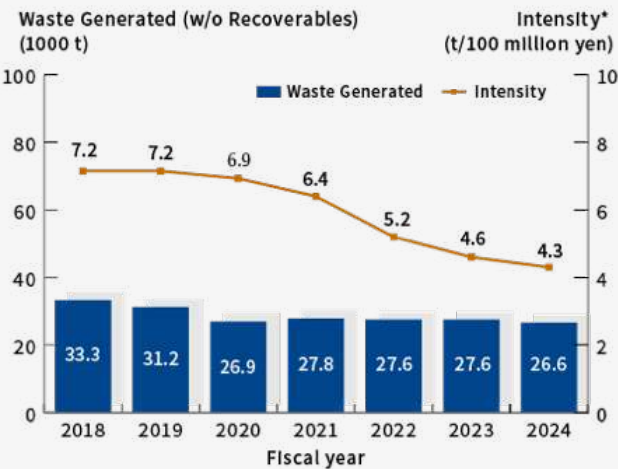
 Sumitomo Riko Group, we continuously strive to reduce defects and improve yield while also engaging in the recycling of uncured rubber

other materials as part of our efforts to reduce waste.

Waste Generation (Excluding Recoverables, Sumitomo Riko Group)

FY2024 Target: 2% reduction in intensity change rate compared to FY2022

In fiscal year 2024, the Sumitomo Riko Group achieved a 3.5% reduction in waste generation, excluding recoverable materials, compared to FY2022. Additionally, the waste intensity for FY2024 has decreased by 17.9% over the same period.



*The denominator used to calculate the intensity is net sales (after eliminating internal transactions) within the aggregation scope.

Example of Waste Reduction

At Sumitomo Riko Komaki Plant, we previously treated the shot blast dust generated during the surface treatment process of anti-vibration rubber products as industrial waste. However, by establishing markets for its sale as a valuable resource, we have significantly reduced both disposal costs and waste output.
(Waste reduction: 169 tons per year; cost savings: 5.735 million yen per year)
(Project submitted for the Sumitomo Riko 2025 Environmental Conservation Examples Awards)

Efforts to Reuse Unwanted Items

Since 2022, Sumitomo Riko has been operating an internal exchange platform called the Sumitomo Riko Eco-Flea Market, allowing for the reuse of unwanted office supplies, equipment, and tools. This initiative reflects the spirit of mottainai (a Japanese term that expresses a sense of regret over waste), aiming to reduce waste and optimize the use of limited resources. By facilitating the transfer of these items to departments and subsidiaries in need, it also contributes to cost savings on new purchases.
(FY2024: 285 items exchanged)



Efforts to Recycle Waste

Sumitomo Riko is committed to achieving a circular economy by promoting the recycling of raw materials, including rubber, resin, and urethane waste. As part of this initiative, we are partnering with the biotechnology company LanzaTech to research and develop innovative technologies for producing rubber materials from waste.

[Related Information](#) [Joint Venture to Focus on Developing Waste Recycling Solutions](#)

Example of Copy Paper Recycling

Since 2017, Sumitomo Riko has utilized the in-office dry papermaking system, PaperLab, to promote environmental conservation and enhance document security. This innovative device enables us to produce recycled paper from used paper, ensuring the safe handling of confidential documents while optimizing paper resources. Additionally, compared to conventional copy paper, it helps reduce environmental impact by decreasing wood usage, CO₂ emissions, and water consumption.

The recycled paper is used for employee business cards and notepads, and is also donated to local municipalities, schools, and community organizations, highlighting our commitment to community connections. These initiatives are managed by our special subsidiary, SumiRiko Joyful Co., Ltd.*¹, which provides employment opportunities for individuals with disabilities.



Environmental Impact Reduction Effects of PaperLab (FY2024)

	Number of sheets produced (A4 standard paper)	Number of trees saved* ²	Volume of water saved* ²	CO ₂ emissions avoided* ²
Komaki Plant & Matsusaka Plant	698,000 sheets	Approx. 43 trees	Approx. 3,876 m ³	Approx. 2.5 t

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

*2 Calculated by Epson based on the number of recycled paper produced by Sumitomo Riko.

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

[Related Information](#) [Method for calculating CO₂ reduction effects \(Japanese\)](#)

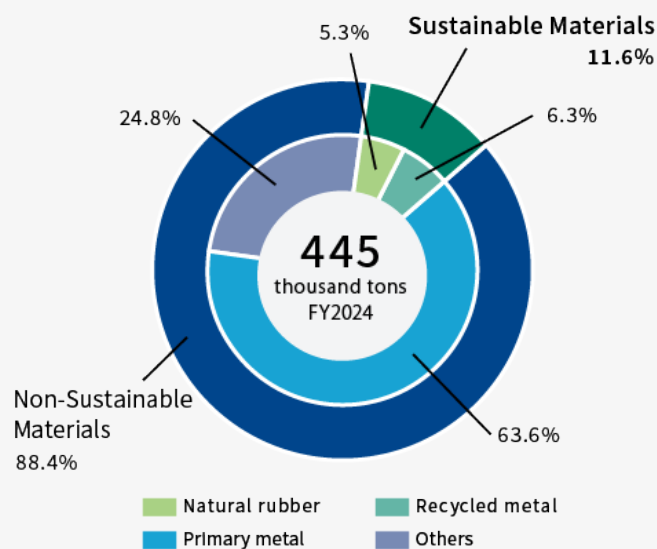
Efforts to Expand Sustainable Material Use

At the Sumitomo Riko Group, we define sustainable materials as those containing a combined total of at least 25% recycled materials and biomass components. To promote their use, we have begun evaluating current usage and exploring suitable materials for adoption starting in 2024.

Sustainable Material Ratio (Sumitomo Riko Group)

2029V Target: Sustainable material ratio of 20% or more

The sustainable material ratio for the Sumitomo Riko Group in FY2024 was 11.6%.



Efforts to Reduce Plastic Use

Discontinuation of PET Bottle Beverage Sales at Global Headquarters —Efforts to Address Marine Pollution Caused by Plastic Waste—

Sumitomo Riko has initiated efforts to address the issue of marine plastic waste by discontinuing the sale of PET bottled beverages and transitioning to alternatives such as aluminum cans. At our Global Headquarters in Nagoya, we are aiming for zero usage of PET bottled beverages. Previously, we used an average of 780 PET bottles per month, totaling approximately 10,000 bottles annually. By eliminating this usage, we expect to reduce CO₂ emissions by 80 grams per 500 ml PET bottle, resulting in an anticipated annual reduction of about 748 kg. In addition to discontinuing bottled beverages, we are promoting the use of in-house tea dispensers and encouraging employees to utilize personal reusable bottles.

This initiative began in FY2019 at our Global Headquarters, followed by the introduction of PET bottle-free vending machines at our Saitama Plant in FY2021 and at the SumiRiko Yamagata site in FY2022. By 2030, the target year for achieving the SDGs, we are aiming to phase out the sale of PET bottled beverages across all domestic locations and transition to canned products and other alternatives.

Future Issues and Responses

Recognizing the diverse regulations surrounding waste management and landfill disposal across different countries, the Sumitomo Riko Group strives to achieve effective resource utilization. We aim to reduce waste generated from our production processes through our 3R initiatives while minimizing our reliance on incineration and landfill disposal. Additionally, we promote the efficient use of Earth's resources by recovering energy from waste and developing biochemical recycling technologies.

Furthermore, in pursuit of a circular economy, we are focused on selecting renewable materials and designing structures that enable the easy separation of different materials. This approach supports the establishment of production processes that facilitate resource circulation.



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Employees, Local Communities, Global Environment



Basic Approach



The Sumitomo Riko Group utilizes a diverse range of natural resources in our operations, including natural rubber, air, water, and minerals. We recognize our responsibility to ensure that our operations do not harm these valuable resources and that we preserve them for future generations. With this understanding as our foundation, our *Long-Term Environmental Vision 2050* aims to promote sustainable practices and achieve a society in harmony with nature. Furthermore, we are committed to achieving a nature-positive status by 2030.

We are committed to conserving biodiversity and protecting endangered species through our activities in satoyama (traditional Japanese rural landscapes) and aquatic areas. We also take part in community cleanup efforts and plan to extend our environmental initiatives throughout our entire supply chain.



Initiatives for Creating a Society in Harmony with Nature

Satoyama Conservation Initiatives

The Sumitomo Riko Group collaborates with local governments and community members to engage in forest management and satoyama conservation efforts. Our activities include various initiatives based on agreements and contracts with local authorities as well as participation in community organizations, all tailored to meet the unique needs of each location.

In addition to our participation in forest maintenance tasks such as thinning and pruning, we enhance interactions between our employees and local residents through various events, leveraging these opportunities for environmental education.



Mitake Town (Tokai Chemical Industries, Ltd.) / Maintenance of Mitake Forest



Matsusaka City / Craft Activities at the Summer Festival in Matsusaka Forest



Komaki City / Maintenance of Chigo Forest

Aquatic Areas Conservation Initiatives

Aquatic Life Survey

In Komaki City, where the Sumitomo Riko Head Office is located, elementary school students survey aquatic life in local rivers. This activity also serves as a means to assess water quality as part of their environmental education program. We support this initiative and participate in the annual event along the Oyama River, which flows adjacent to the Komaki Plant. During the survey, we assist students by ensuring their safety as they collect river organisms and help identify the species they gather.

Looking ahead, we are committed to supporting these waterside conservation activities in partnership with the local community.



Mangrove Planting

At SumiRiko Eastern Rubber (Thailand) Ltd. (SRK-ER), a mangrove planting project has been underway since 2014. In Rayong Province, where SRK-ER is located, approximately 1,500 mangrove saplings are planted each year, and their survival rates and growth are monitored. Mangrove forests, often referred to as the cradle of life in the sea, play a crucial role in supporting a rich ecosystem teeming with diverse species. However, the decline of these forests in Thailand poses a significant threat to this invaluable ecosystem. SRK-ER is dedicated to advancing this project to sustain and enhance biodiversity. Moreover, mangrove forests are known for their ability to absorb CO₂ and store substantial amounts of carbon, which helps mitigate climate change.



Rare Species Conservation Initiatives

Conservation of Mamenashi

The *mamenashi*, also known as the Callery pear, is a deciduous tree belonging to the genus *Pyrus* in the Rosaceae family, primarily found in the Tokai region of Japan. This species is classified as Endangered (EN) on the Japanese Ministry of the Environment's *Red List* and Critically Endangered (CR) on Aichi Prefecture's *Red Data Book*. From late March to early April, it bears delicate white flowers, and in autumn, it produces small fruits approximately 1 cm in size that resemble pears.

The *Okusa no Mamenashi Jiseichi* (Okusa Mamenashi Habitat), located in eastern Komaki City, is one of the largest natural habitats for *mamenashi* in Japan, where this species grows in clusters. This habitat has preserved an environment that allows *mamenashi* to undergo natural generational succession over many years, enhancing its ecological value and leading to its designation as a Natural Monument of Aichi Prefecture. Sumitomo Riko collaborates with the city of Komaki, local volunteers, and experts from local universities to conduct conservation activities, including seedling surveys, vegetation management, and observation events, all aimed at preserving the ecological integrity of this habitat for future generations.



Invasive Alien Species Management Initiatives

Control of Lanceleaf Tickseed and Habitat Assessment

The Komaki Plant has been actively eradicating lanceleaf tickseed since 2022. This species is classified as an invasive alien species under the Invasive Alien Species Act due to its potential to significantly impact ecosystems in Japan. As the seeds of lanceleaf tickseed can attach to vehicles used for transportation or commuting, the Komaki Plant recognizes its responsibility to mitigate the spread of this species in the surrounding areas. To this end, we conduct habitat surveys and compile this information into maps, providing a clear overview of distribution patterns. This initiative is part of a larger effort to educate employees about the importance of biodiversity and ecosystem health.



Local Area Conservation Initiatives

Cleanup Activities

Sumitomo Riko's various plants and business locations, along with group companies such as Tokai Chemical Industries, Ltd., regularly organize cleanup activities in surrounding areas, supported by employee volunteers.



Neighborhood Waterway Cleanup (Matsusaka Plant)



Community Cleanup (SumiRiko Oita Advanced Elastomer Co., Ltd., SumiRiko Kyushu Co., Ltd., Tokai Chemical Kyushu, Ltd.)



Matsuno Lake Cleanup (Tokai Chemical Industries, Ltd.)

Oyama River Conservation

The Oyama River, adjacent to the Komaki Plant, plays an integral role in our business. To protect and enhance the natural environment, we regularly conduct weeding and cleanup activities in collaboration with local conservation organizations. Additionally, we participate in the Oyama River cleanup organized by the city of Komaki, bringing together our employees, their families, and local residents each year to engage in conservation initiatives.



Stakeholder Engagement

Hosting of the Komaki City Partnership Dialogue 2024 on Living in Harmony with Nature

Sumitomo Riko has been hosting the Komaki City Partnership Dialogue since fiscal year 2023, promoting collaboration among various sectors—including businesses, government agencies, civic organizations, and universities—to invigorate nature conservation activities in Komaki City and enhance efforts to live in harmony with nature.



Related Information [Stakeholder Dialogue](#)

Engagement with the Northern Owari Ecosystem Network Council

In Aichi Prefecture, Japan, where the Komaki Plant is located, efforts are underway to promote the formation of ecosystem networks by dividing the prefecture into nine regions and establishing Ecosystem Network Councils that bring together local universities, non-profit organizations, businesses, and government agencies in each area. As a member of the Northern Owari Ecosystem Network Council, Sumitomo Riko is committed to advancing the development of regional ecosystem networks.

Initiatives for Environmental Education on Living in Harmony with Nature

Environmental Lecture for University Students

In June 2024, employees from Sumitomo Riko delivered a guest lecture titled "Introduction to Environmental Symbiosis and Satoyama Sustainable Development Goals (SDGs)" at Nagoya University of Economics. This lecture aimed to highlight our initiatives for creating a society in harmony with nature, detailing ongoing activities that we are implementing to foster a sustainable relationship with the environment. Furthermore, this event was part of a broader effort to promote local initiatives for environmental coexistence, engaging various sectors in the Komaki area, including businesses, government, civic organizations, and educational institutions. To deepen the discussion, the employees who delivered the lecture actively engaged with students and faculty, facilitating lively conversations about Corporate Social Responsibility (CSR) and the principles of environmental symbiosis.



Environmental Workshop at Komaki Kodomo Mirai Daigaku (Komaki Kids College)

In August 2024, Sumitomo Riko and Epson Sales Japan Corporation co-hosted a workshop titled *Komaki Kodomo Mirai Daigaku** for elementary and middle school students in Komaki City. During the workshop, participants engaged in experiential learning centered around the theme "Let's Think About SDGs through Paper," which included hands-on craft activities utilizing recycled paper.

*Workshops organized by Komaki City for elementary and middle school students to learn about various aspects of SDGs and society from local businesses and organizations.

Related information [Komaki Kodomo Mirai Daigaku 2024 \(Japanese\)](#) 

Efforts to Sustain Natural Capital in the Supply Chain

The Sumitomo Riko Group is dedicated to reducing environmental impacts across our supply chain. To preserve natural rubber, a vital component of our products and an essential aspect of natural capital, we joined the Global Platform for Sustainable Natural Rubber (GPSNR) in July 2022. Following this, we established the *Procurement Policy for Sustainable Natural Rubber*.

Related information [CSR Efforts in the Supply Chain](#)

Related information [Procurement Policy for the Sustainable Natural Rubber \(Japanese\)](#) 

Certifications and Collaborations Related to Biodiversity

Sumitomo Riko Forest Recognized as a Nature-Symbiosis Site

The Omine-kogen Biodiversity Conservation Area, for which Sumitomo Riko has a foster parent agreement, was designated as a Nationally Certified Sustainably Managed Natural Site by the Ministry of the Environment in FY2024.

Situated in the northern part of Ikeda Town, Kita-azumi District, Nagano Prefecture, at an elevation of approximately 1,000 meters and covering an area of about 116 hectares, this area is home to 18 species of wild animals listed on national and regional red lists.

As a member of the Omine-kogen Satoyama Management and Utilization Promotion Council, we are committed to the sustainable stewardship of the satoyama and the preservation of the natural environment.

*The Nationally Certified Sustainably Managed Natural Sites program recognizes areas where biodiversity is conserved through private sector initiatives, aiming to achieve the "30by30" target. The 30by30 initiative is a global effort urging governments to designate 30% of the planet's land and ocean as protected areas by 2030.



[Related information](#) [Sumitomo Riko Forest Recognized as a Nature-Symbiosis Site \(Japanese\)](#)

Partnership Agreement with Komaki City for a Society in Harmony with Nature

In February 2025, Sumitomo Riko signed a Partnership Agreement with Komaki City, Aichi Prefecture, for the Realization of a Society in Harmony with Nature. This agreement promotes collaboration on initiatives aimed at biodiversity conservation and the preservation of local environments that provide habitats for diverse species.



[Related information](#) [Partnership with Komaki City for a Society in Harmony with Nature \(Japanese\)](#)

Aichi Biodiversity Company Certification

Aichi Prefecture, home to the Sumitomo Riko Komaki Plant, has established the Aichi Biodiversity Company Certification Program to promote corporate initiatives for biodiversity conservation and recognize companies that demonstrate outstanding efforts. Sumitomo Riko received the certification in November 2023.



[Related information](#) [Sumitomo Riko received Aichi Biodiversity Company Certification \(Japanese\)](#)

[Related information](#) [Aichi Biodiversity Company - Sumitomo Riko \(Japanese\)](#)

Participation in the Keidanren Initiative for Biodiversity Conservation

In March 2024, Sumitomo Riko, a company dedicated to fostering biodiversity for the future, joined the Keidanren Initiative for Biodiversity Conservation, organized by the Keidanren Nature Conservation Council. This participation focuses on the items outlined in *the Keidanren Declaration for Biodiversity and Guideline (revised)* and supports the overall objectives of the initiative.

Related information

[Sumitomo Riko Joins Keidanren Initiative for Biodiversity Conservation \(Japanese\)](#) PDF

Future Issues and Responses

The Sumitomo Riko Group is committed to communicating the connections between our business activities and Earth's resources, the natural environment, and biodiversity. We will inform our employees about the impacts of our activities on the environment and the initiatives required to protect it. Our goal is to help employees view efforts toward coexistence with the environment not just as a social contribution, but as an essential part of our business, empowering each individual to take personal ownership of these initiatives. Additionally, each of our locations will establish activity policies tailored to the unique characteristics of their local communities, actively promoting initiatives that are grounded in those areas. Furthermore, we are dedicated to understanding the environmental impacts of the raw materials and components we use as we strive for coexistence with nature throughout our entire value chain.

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Employees, Global Environment



Basic Approach

The Sumitomo Riko Group utilizes a variety of chemical substances, including those found in raw materials for our products, manufacturing aids, and alternative refrigerants for air conditioning systems. While these chemicals are essential to our operations, improper handling can pose risks to human health and the environment by contaminating soil, air, and water. Consequently, regulations governing the use and disposal of chemicals are becoming increasingly stringent, especially in Europe.

In response to these growing regulations, we are taking proactive steps to mitigate these risks. We have established guidelines for managing chemical substances in compliance with the regulations of each country, ensuring that our raw materials are free from prohibited substances and promoting proper management through employee training. Through these initiatives, we are committed to producing safe and reliable products.

Management of Regulated Substances and Material

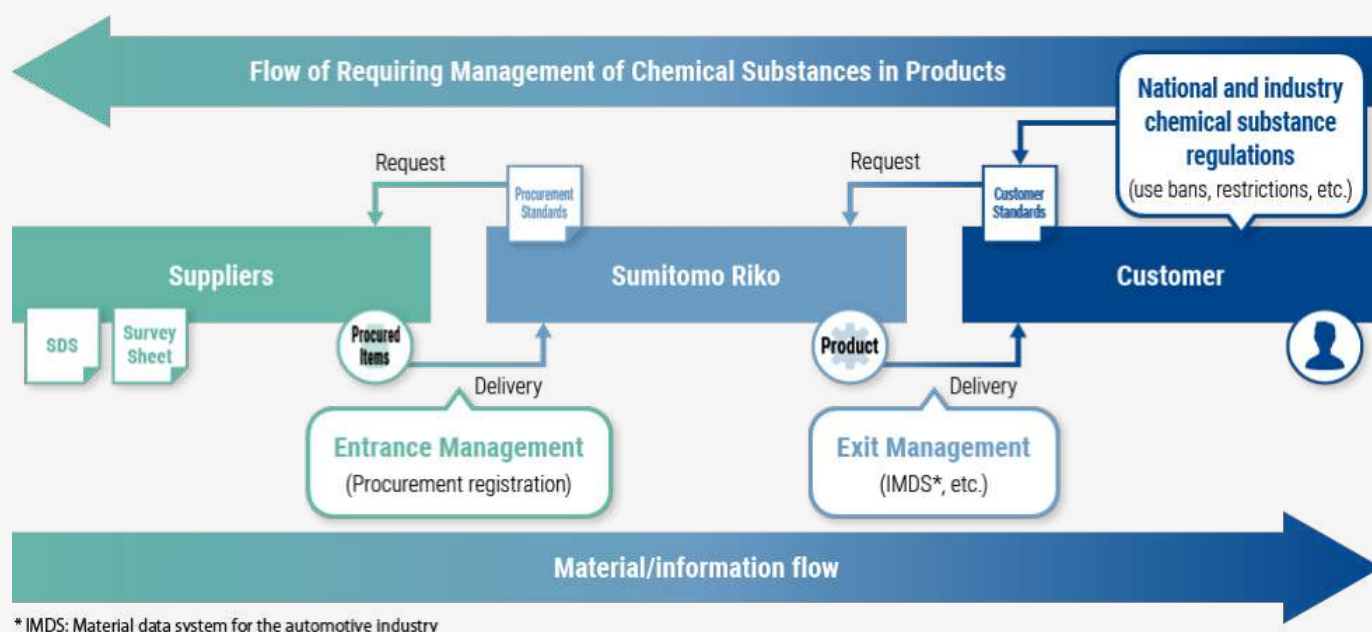


Sourcing

Global Procurement Standards and Management of Chemical Substances in Products

The Sumitomo Riko Group operates in 20 countries worldwide, providing products used across various markets. To comply with both the legal regulations of each country and the chemical substance standards set by our customers, we define the chemical substances that are permissible for our use and establish procurement guidelines accordingly. We communicate these standards to our suppliers to ensure that prohibited substances are not used and to prevent contamination of products caused by any by-products.

Additionally, we maintain a comprehensive database of chemical substance information for each raw material. For delivered products, we report information based on customer requirements, including through the International Material Data System (IMDS), while centrally managing this information within our organization. Through these initiatives, we are dedicated to delivering products that meet legal regulations and fulfill customer expectations.



Material Selection and Export Management

Sumitomo Riko is committed to managing chemical substances to prevent the release of regulated materials. We define the approved raw materials for use within the organization in accordance with international standards such as *GADSL*^{*1} and *IEC 62474*^{*2}, as well as the *ELV Directive*^{*3}, the *RoHS Directive*^{*4}, and the *REACH Regulation*^{*5} in Europe, along with domestic laws from each country and customer requirements.

Additionally, Sumitomo Riko exports materials, parts, and products to production bases around the world. We appropriately respond to the regulations in the regions we export to, including the *REACH Regulation*^{*5}, China's *Measures for the Environmental Management Registration of New Chemical Substances*^{*6}, the *Measures for the Registration and Management of Hazardous Chemicals*^{*7}, and the *Toxic Substances Control Act (TSCA)*^{*8} in the United States, with the cooperation of our suppliers.

*1 *GADSL: Global Automotive Declarable Substance List*. Identifies substances that automotive manufacturers must declare to control their use.

*2 *IEC 62474*: Standard for managing information about substances in electrical and electronic products, requiring manufacturers to declare specific substances.

*3 *ELV Directive: End-of-Life Vehicles Directive*. Sets requirements for recycling vehicles at the end of their life to reduce waste.

*4 *RoHS Directive: Restriction of Hazardous Substances Directive*. Limits specific hazardous materials in electrical and electronic products to protect health and the environment.

*5 REACH Regulation: Registration, Evaluation, Authorisation and Restriction of Chemicals. Ensures safe chemical use in the EU by requiring registration and information disclosure.

*6 Measures for the Environmental Management Registration of New Chemical Substances: Regulation for the registration of chemical substances in China.

*7 Measures for the Registration and Management of Hazardous Chemicals: Regulation for the management of hazardous substances in China.

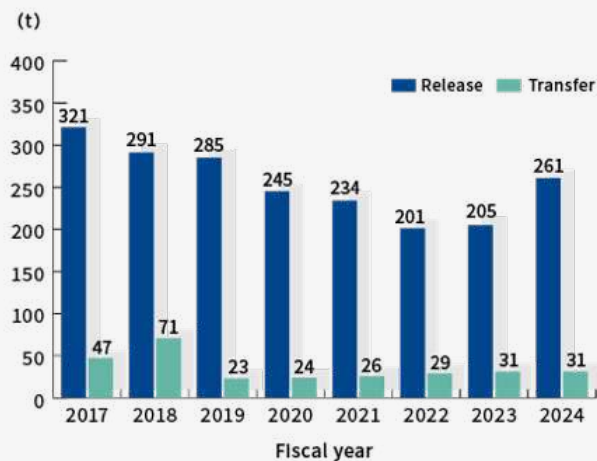
*8 TSCA: Toxic Substances Control Act. Regulates chemical registration and management of hazardous substances in the U.S.

Management of PRTR-Controlled Substances

The Sumitomo Riko Group conducts proper management and reporting in accordance with the PRTR (Pollutant Release and Transfer Register) system, which requires the reporting of chemical substance emissions and transfers to regulatory authorities. This system is implemented in Japan and many other countries, and we accurately monitor the usage and emission levels of the relevant chemical substances, reporting them to the appropriate authorities.

Additionally, we have established an internal management system for chemical substances and are actively working to reduce emissions. Through these efforts, we not only comply with legal requirements but also reduce our environmental impact, thereby fostering trust within the communities we operate in.

Release and Transfer of PRTR-Controlled Substances (Sumitomo Riko)

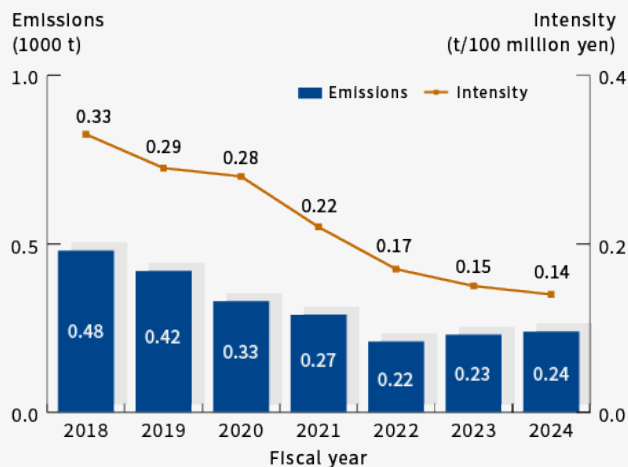


Efforts to Reduce Air Pollutants

Volatile Organic Compounds (VOCs) released into the atmosphere react with ultraviolet rays from sunlight, leading to the formation of photochemical oxidants and particulate matter. Within the raw materials used by the Sumitomo Riko Group, VOCs are primarily found in adhesives used to bond rubber to metal fittings, as well as in rubber adhesives for hoses, and anti-corrosion coatings for metal parts, which release VOCs during the drying process.

To address this issue, we are committed to reducing VOC emissions by developing high-efficiency spray guns that minimize adhesive waste during application and by transitioning to water-based coatings to lower VOC usage. Moving forward, we will continue these efforts and collaborate with suppliers on new initiatives, including the further development of water-based adhesives.

VOC Emissions (Sumitomo Riko)



*The scope of the aggregation is Sumitomo Riko Company Limited.

*The denominator used to calculate the intensity is net sales (after eliminating internal transactions) within the aggregation scope.

*Figures are based on the *Voluntary Action Plan for Reducing VOC Emissions of the Japan Rubber Manufacturers Association*.

Management of VOC and Vulcanization Gas Treatment Systems

The VOC treatment system and the vulcanization gas treatment system each pose a risk of exceeding emissions regulation limits in the event of a fire or operational failure. To address this risk, we have developed a comprehensive guidebook that outlines essential design and operational considerations for these systems. This guidebook is shared across all our locations to ensure a consistent understanding. Additionally, it includes examples of past incidents, their estimated causes, and corresponding corrective actions, which are utilized to prevent recurrence and enhance our continuous improvement initiatives.

Case Studies

Emission Control Measures for VOC and Vulcanization Gases

① VOC Reduction Measures

At the Sumitomo Riko Group, we are responding to the tightening of VOC emission regulations in various countries by reducing their usage and installing combustion-type and adsorption-type VOC treatment systems at locations with strict atmospheric discharge concentration standards, such as China, the United States, and Poland.



SumiRiko Automotive (Jiaxing) Co., Ltd.

② Vulcanization Gas Control Measures

In China, the tightening of environmental regulations began with the Central Environmental Protection Inspection in 2016, resulting in penalties for many companies. In response, our group is gradually implementing treatment systems specifically designed for vulcanization gases, using combustion methods and photocatalytic oxidation to effectively manage non-methane hydrocarbons (NMHCs) emitted during the mixing and vulcanization of rubber.



SumiRiko Moldings (Tianjin) Co., Ltd.

Soil and Groundwater Remediation

At the Sumitomo Riko Group, we previously used chlorinated organic solvents to clean metal components. However, in the 1990s, concerns over soil and groundwater contamination, as well as health risks, including carcinogenicity, gained global attention, leading to stricter regulations. Consequently, we transitioned to water-based cleaning agents.

At sites where soil contamination has been confirmed, we promptly notify the authorities as required by law and work to remediate the affected areas. We implement methods such as excavation and soil replacement at locations where factories are no longer operational. At active sites, we conduct groundwater pumping, aeration, and anaerobic bioremediation, while continuously monitoring contaminant concentrations to assess the situation.

Sites with complete remediation include the Okayama Plant in Japan, where the land was sold after cleanup, and Sumiriko AVS in France. Ongoing remediation efforts are taking place at the Komaki Plant, Matsusaka Plant, and Saitama Plant, all located in Japan.

Proper Management of Ozone-Depleting Substances

At the Sumitomo Riko Group, we are actively promoting the reduction of ozone-depleting substances (ODS), such as chlorofluorocarbons (CFCs), and the adoption of natural refrigerants to both protect the ozone layer and mitigate global warming.

In the fiscal year 2024, the reported leakage amount, in accordance with the *Fluorocarbon Emissions Control Act*, was 64.1 tons of CO₂ equivalent. We manage these substances through legally mandated periodic inspections and ensure proper recovery and disposal practices. Going forward, we will continue to upgrade our equipment and strive to reduce ODS usage.

Proper Management of PCB Equipment

Polychlorinated biphenyls (PCBs), known for their non-flammability, excellent electrical insulation properties, and chemical stability, were once widely used in applications such as high-voltage transformers and capacitors. However, following the establishment of the Stockholm Convention (POPs Convention) and subsequent regulations in various countries, the manufacture and use of PCBs are largely prohibited. The Sumitomo Riko Group has identified all relevant equipment and has implemented strict storage management and planned waste disposal in accordance with each country's regulations. With the completion of high-concentration PCB waste disposal at the Matsusaka Plant in spring 2020, all such waste disposal in Japan has now been completed.

Proper Management of Asbestos

Asbestos has historically been used in building materials and equipment due to its exceptional heat resistance, fireproofing capabilities, insulation properties, and soundproofing abilities. However, as our understanding of the health risks associated with asbestos has evolved, many countries, including Japan, have implemented regulations or outright bans on its use. In 2017, the Sumitomo Riko Group conducted a thorough reassessment of asbestos use in buildings and facilities, confirming that no issues were present at that time. For any newly identified asbestos-containing materials and related items that emerged after the 2017 reassessment, we have promptly implemented measures such as containment and enclosure.

Furthermore, we developed a comprehensive guidebook outlining best practices for asbestos management and the precautions necessary during the repair and removal of structures or items containing asbestos. This guidebook serves as essential training material for our team.



Asbestos Management Guidebook

Future Issues and Responses

Chemical substance regulations are becoming increasingly stringent each year, with specific requirements and targeted substances varying by country and customer. To address these challenges, it is essential to ensure traceability from purchased raw materials to finished goods and ultimately to waste.

To this end, we are enhancing our database of purchased raw materials, which is currently under development, and this database will serve as the foundation for a new comprehensive database that includes finished goods. Additionally, we will establish a system capable of quickly responding to new regulations.



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- > Environmental Management
- > Responding to Climate Change
- > Responding to Water Risks
- > Contributing to a Resource-Recycling Society
- > Contributing to a Society in Harmony with Nature
- > Appropriate Chemical Substance Management
- > [Environmental Communication](#)
- > Environmentally Friendly Products

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



Basic Approach

The Sumitomo Riko Group is committed to promoting environmental conservation efforts through open communication and collaboration with all stakeholders, including employees, group companies, business partners, local communities, and government authorities.

Environmental issues encompass a wide range of challenges, such as global warming, air pollution, water pollution, and the conservation of biodiversity. Addressing these challenges requires us to consider not only our own actions but also the views and expectations of stakeholders affected by our operations. For this reason, we prioritize stakeholder engagement and strive to balance the pursuit of a sustainable society with the growth of Sumitomo Riko.

Environmental Communication within the Sumitomo

 **iko Group**

Activities for Environmental Month

June 5th is recognized as World Environment Day by the United Nations. At Sumitomo Riko, we observe June as Environmental Month and organize various events to promote our commitment to environmental conservation efforts.

- Company-Wide Environmental Conference
- Awards for Environmental Conservation Examples
- Environmental Lectures by Experts
- Initiatives for Environmental Conservation at Each Plant
- Management's News Updates Regarding Environmental Month
- Display of Environmental Awareness Posters

Company-Wide Environmental Conference

Sumitomo Riko holds an annual company-wide environmental conference that includes participation from all employees, including the President. The conference aims to raise awareness of environmental conservation efforts and ensure that management's commitment to environmental sustainability is effectively communicated to everyone.



President's Speech



Main Venue

Environmental Conservation Examples Awards

To raise awareness and motivation for environmental conservation among employees, we have established an internal awards system to recognize exemplary conservation efforts, along with a submission mechanism for entries. In fiscal year 2024, we received 66 applications from across the organization and honored 19 particularly outstanding contributions. Additionally, we have compiled a collection of these examples, which we share internally and with external industry organizations to further promote environmental initiatives.



Commemorative Photo of Award Recipients
Sumitomo Riko (Komaki Head Office)



Award Ceremony

Training and Education on Environmental Conservation

Environmental conservation is a fundamental principle that supports our business activities. To this end, we conduct in-house environmental conservation training as part of our comprehensive Human Resource Development Program. This training enables each employee to gain a deeper understanding of the importance and necessity of environmental conservation, fostering a sense of personal responsibility and encouraging proactive engagement in these initiatives.

Related information [Human Resources Development](#)

Case Study

Environmental Lecture

In FY2024, we hosted an environmental lecture featuring Professor Yasushi Umeda from the Research into Artifacts, Center for Engineering (RACE), School of Engineering, The University of Tokyo. Titled "Transforming Manufacturing through the Circular Economy," the lecture attracted 203 participants, including our executives.

During the event, Professor Umeda highlighted the importance of the circular economy and emphasized the necessity for companies to engage in these practices.



Environmental Lecture



Professor Yasushi Umeda, RACE, University of Tokyo

Environmental Communication with Group Companies

The Sumitomo Riko Group regularly conducts site audits of its domestic and international subsidiaries to mitigate environmental risks. During these visits, we share our environmental policies and goals to foster mutual understanding while assessing compliance with environmental regulations and evaluating the effectiveness of our environmental conservation management efforts. In FY2024, we audited a total of 22 locations, including 7 in China, 2 in Vietnam, 2 in Indonesia, 5 in India, and 6 in Thailand, and provided recommendations for improvement.



Environmental Audit of an Overseas Site Conducted by the Global Promotion Office

Environmental Communication with the Local Community

On February 12, 2025, we hosted the second "Komaki City Partnership Dialogue on Living in Harmony with Nature" at our Komaki Head Office. This dialogue aims to foster collaboration among various sectors dedicated to nature conservation efforts in Komaki City, including businesses, government agencies, civic organizations, and universities, thereby revitalizing initiatives for living in harmony with nature within the community.

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

Future Issues and Responses

The vision the Sumitomo Riko Group aims to achieve by 2050—specifically, the realization of a decarbonized society, a resource-circulating society, and a society in harmony with nature—reflects both societal demands and the contributions we strive to make. In this context, hearing the voices of our stakeholders is essential. In addition to our ongoing dialogues with employees, local residents, and government officials, we aim to enhance communication with a diverse range of stakeholders by sharing information about our initiatives on our website and engaging in direct conversations. This approach enables us to incorporate their insights into the Sumitomo Riko Group's environmental activities.



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



Basic Approach

The Sumitomo Riko Group is committed not only to reducing the environmental impact of its business activities but also to addressing social challenges through the development of environmentally friendly products and technologies that comply with environmental regulations. These efforts are founded on the concept of Creating Shared Value (CSV), which seeks to balance corporate profits with contributions to society. As part of this initiative, we are establishing a system to certify environmentally friendly products as 'Eco Products,' starting in fiscal year 2024, based on internally defined criteria. This initiative aims to enhance employee awareness of environmental issues and further promote the development of products that benefit society and the global environment.

Products for New Energy Vehicles

In response to global warming, the development of environmentally friendly vehicles is accelerating worldwide. In this context, the Sumitomo Riko Group is advancing the design and production of products to tackle the challenges associated with new energy vehicles, such as battery electric vehicles (BEVs) and fuel cell electric vehicles (FCEVs).



For BEVs, we manufacture components specifically engineered to control vibrations related to drive motors and enhance sound insulation. For FCEVs, we have developed a rubber sealing component known as the cell gasket for fuel cell stacks (FC stacks), which has been in continuous use since the launch of the world's first mass-produced fuel cell vehicle, the MIRAI. Additionally, we have created a high-performance hydrogen hose that supplies hydrogen from the tank to the FC stack, which has been adopted in fuel cell trucks.

Products for BEVs: Anti-Vibration Rubber, Hoses, and Sound Insulation Products



Products for FCEVs: Cell Gaskets, Anti-Vibration Rubber, and Hoses



Related information [Product Development for a Hydrogen Society \(Japanese\)](#) PDF

Non-Petroleum Products (Biohydrin Rubber)

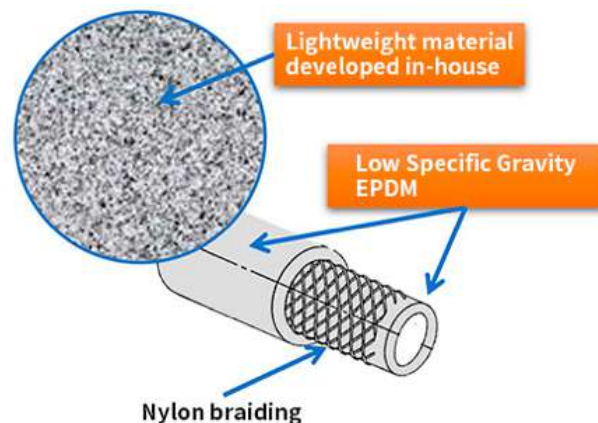
Sumitomo Riko, in collaboration with Toyota Motor Corporation and Zeon Corporation, has developed bio-hydrin rubber. This innovative rubber incorporates plant-based materials and has the potential to reduce greenhouse gas (GHG) emissions by approximately 20% over its entire lifecycle—from production to disposal—compared to conventional petroleum-based hydrin rubber. Furthermore, it maintains quality and manufacturability that are comparable to its petroleum-based counterparts.



Automotive Fuel-Efficiency Improvement Product (Low-Density EPDM Hose)

Low-density EPDM (ethylene propylene diene rubber) hoses have been developed to reduce the weight of vehicle components. These hoses are suitable for a variety of water-based systems, including water bypass hoses and radiator hoses. While maintaining properties such as strength, durability, heat resistance, and electrical insulation comparable to conventional EPDM hoses, the new formulation incorporates lightweight reinforcing materials, resulting in an approximate weight reduction of 20%. By switching to our low-density EPDM hoses, vehicles can achieve a weight savings of about 1 kg* per unit.

*Based on proprietary calculations by Sumitomo Riko.



Close-Up of Lightweight Materials and Graphical Image of Hose Cross-Section

Automotive Fuel-Efficiency Improvement Product (Resin Filler Neck Module)

We have replaced the filler piping that directs fuel into the fuel tank from metal to resin, achieving approximately a 40% weight reduction compared to conventional metal hoses. This lightweight design contributes to improved vehicle fuel efficiency.

Additionally, this resin filler neck module features excellent fuel permeability resistance (minimizing the likelihood of fuel seeping through the resin and rubber piping) and complies with environmental regulations.



VOC-Free Products (Water-Developable Photopolymer Flexo Plates)

Flexographic printing is a printing process that utilizes flexible rubber relief plates. AquaGreen® is a water-developable flexographic plate, while many competing products rely on solvents. This environmentally friendly printing plate is beneficial for both the planet and the workplace, offering high precision, exceptional productivity, and the added value of being waste liquid-free.



Energy-Saving Products (High-Transparency Heat Shielding and Insulating Film)

Refleshine® is a high-transparency window film designed for dual functionality: it suppresses solar heat inflow (heat shielding) and reduces indoor heat loss (insulation). These features help reduce energy consumption for air conditioning, contributing to lower GHG emissions. As a result, it has been adopted in railway vehicles and buildings.

Furthermore, our film utilizes advanced polymer technology to deliver excellent heat shielding while maintaining the visibility and scratch resistance required for automotive windows, making it suitable for applications such as front and side windows in vehicles.



Refleshine® for the Windows of Railway Vehicles and Buildings



Automotive Window Film

Related information

[High-Transparency Automotive Window Film Can Be Used on Windshields](#) 

Insulation Material (Thin-Film High-Performance Insulation)

Finesulight® is a thin film material that provides excellent thermal insulation properties. We are actively exploring its applications in manufacturing sites, facilities, living spaces, and various products.

When applied around heat sources, Finesulight® enhances thermal efficiency in factories and facilities, reduces the load on air conditioning systems, and ultimately lowers energy consumption. This increased thermal efficiency leads to a significant reduction in CO₂ emissions associated with business operations. By doing so, we support our customers' efforts toward carbon neutrality and contribute to the realization of a decarbonized society.

Finesulight® received the Aichi Invention Award in 2022, sponsored by Aichi Prefecture Institute of Invention and Innovation.



Related information

[Applying Finesulight® in Factories and Facilities \(Japanese\)](#) 

Related information

[Finesulight® Received the Aichi Invention Award \(Japanese\)](#) 



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Social (S)



Human Capital Management



Respect for Human Rights



Human Resources Development and Job Satisfaction



Health Management Initiatives



Safety and Health



Diversity, Equity & Inclusion



Supply Chain



Quality Improvement Initiatives



Social Contribution



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Shareholders and Investors, Employees



Basic Approach to Human Capital Management

In today's rapidly changing business environment, in order to be a "Leading solution provider taking on social challenges by collecting whole resources of Sumitomo Riko and its partners*" it is important to acquire human resources who embody the Purpose, develop them, and have them play an active role in the cycle of "human capital improvement," which leads to increased corporate value.

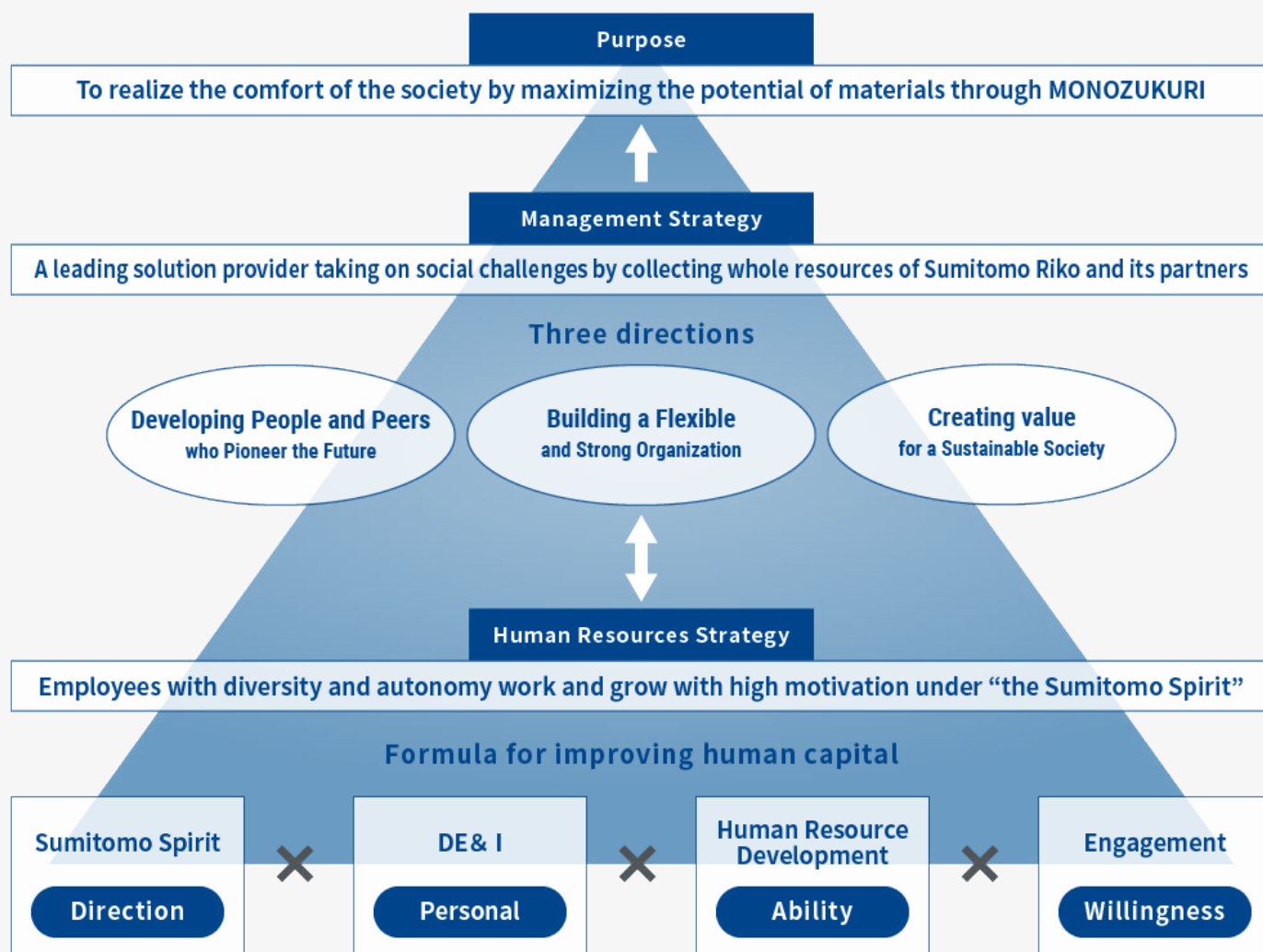
We believe that the people who embody the Sumitomo Riko Group's Purpose: "To realize the comfort of the society by maximizing the potential of materials through MONOZUKURI," are "people who look at the world from diverse perspectives and draw out the power of management resources such as materials, facilities, organizations and diverse human resources," and "people who autonomously ask themselves what kind of manufacturing is needed by society and continue to explore it.

Aiming to be a corporate group where employees with diversity and autonomy can grow and work with high motivation as human resources embodying Purpose, we are promoting activities that place the "Formula for Human Capital Improvement," which we have independently established, at the center of our human resource strategy.

*The ideal state of the Sumitomo Riko Group in 2029

[Related Information](#)
[2029 Sumitomo Riko Group Vision](#)


The concept of human capital



Promotion Structure

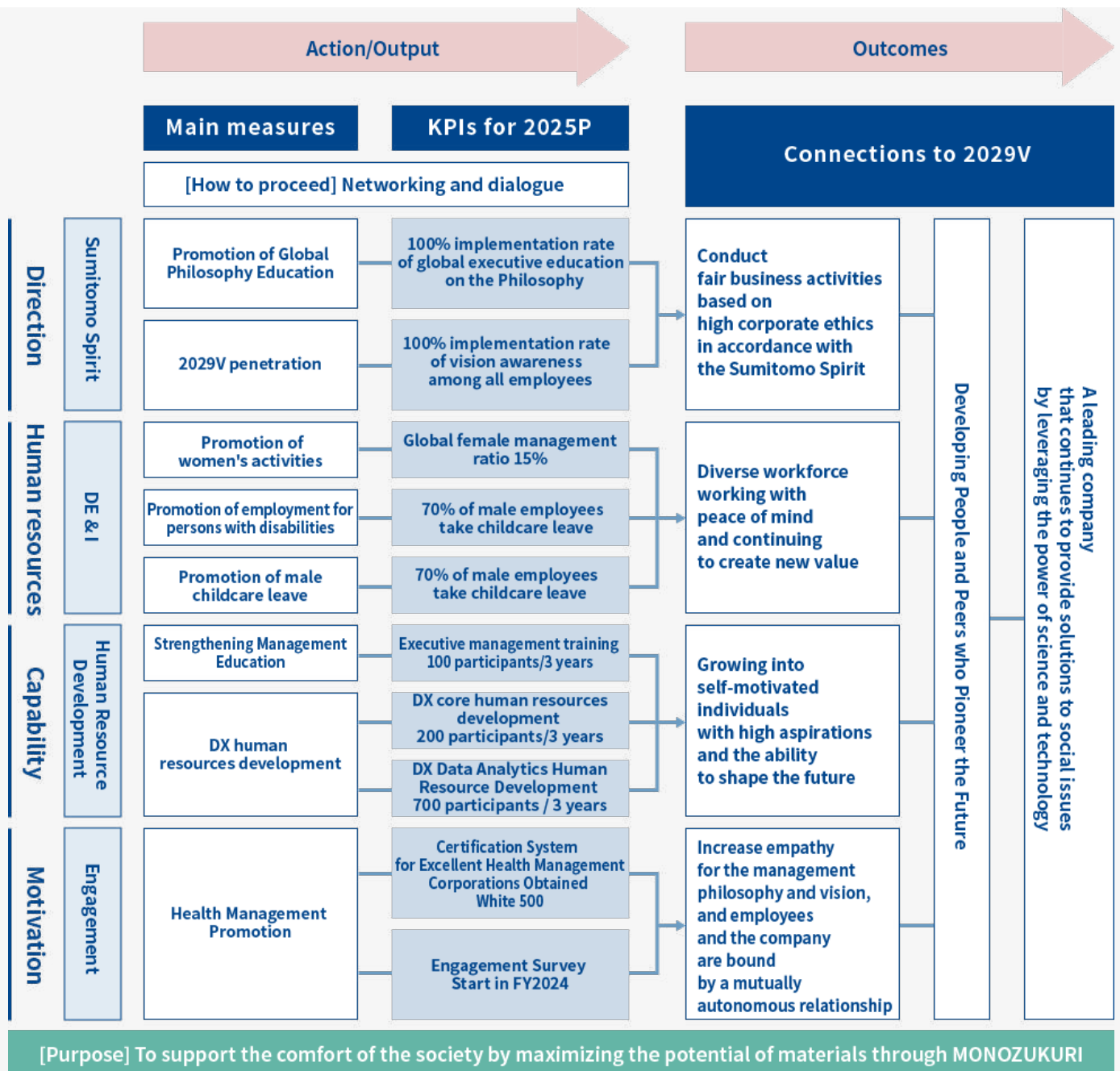
The cross-department Human Resources project, led by the director in charge of the Human Resources division and consisting of Human Resources division managers and mid-level employees, coordinates activities related to human capital disclosure to achieve 2029V, and promotes measures and initiatives to improve human capital through united efforts among the HR divisions.



KPIs for Human Capital Activities

Based on the "Sumitomo Spirit," which is the origin of our Management Principles, we have established four human resource materialities: "DE&I," "Human Resource Development," and "Engagement." And we aim to improve human capital and realize 2029V by implementing measures based on the policies defined for each materiality.

In order to measure the progress and achievement of human capital improvement, KPIs are set for each measure, and a system is in place to regularly monitor the status of these efforts, led by the general manager of the Human Resources Department. Most recently, we have set a KPI (2025P) for the end of fiscal year 2025, and are vigorously working on it.



Related Information [2029V Internal Penetration Measures](#)

Related Information [Diversity, Equity & Inclusion](#)

Related Information [Human Resources Development](#)

Related Information [Health Management Initiatives](#)

Issues and Direction of Solutions in Human Capital Management

We recognize that “global collaboration” and “business support” are key issues. In order to improve human capital at an accelerated pace toward the realization of 2029V, we believe it is imperative to strengthen and expand “networking” and “dialogue” with business divisions and domestic and overseas affiliates.

In order to resolve the issues, we are working to strengthen the linkage between management strategy and human resource strategy by examining personnel in charge of business divisions with HRBP in mind, strengthening career development support through the introduction of career dialogue sheets and trials of an internal recruitment system, and launching a mechanism to support dialogue between “HR and business divisions” and “supervisors and subordinates.” We will continue to formulate and implement various measures in the future.



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



Basic Approach to Respect for Human Rights

The Sumitomo Riko Group promotes various measures under the basic spirit of the “Sumitomo Spirit” and the “Sumitomo Riko Group Management Philosophy.”

In order to contribute to the realization of a sustainable society in harmony with society and the Earth, we have included “respect for human rights” as one of the 10 principles in the Sumitomo Riko Group Corporate Action Charter,” and we conduct our business globally while respecting the human rights of all people associated with our group.

Related information [Sumitomo Riko Group Corporate Action Charter](#)

In July 2022, through the formulation of the “Sumitomo Riko Group Policy on Human Right,” we further clarified our concrete commitment to this policy. We pledge to continue to fulfill our responsibilities by promoting efforts to respect human rights in accordance with international standards throughout the Sumitomo Riko Group.

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 \(374KB\)](#)



Specific Initiatives

Education and training to raise awareness and foster a culture of human rights

In line with the clarification of our human rights initiatives, we have begun education and training programs in FY2022 to raise awareness of human rights and foster a culture of human rights.

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



Human rights training for executives (March 2023)

Training Achievements

Implementation Period	Subject employees	Training Topics	Lecturers
March 2023	Head office executive officers and above	Business and Human Rights Policy Development	United Nations Development Program (UNDP)
July 2023	Next generation management executives	~Towards sustainable and responsible business practices~	Business and Human Rights Liaison Officer Ms. Akiko Sato, Attorney at Law

Ongoing implementation of surveys of human rights responses at Group companies in Japan and overseas

Since FY2021, we have continued to conduct surveys on the human rights activities of Group companies in Japan and overseas, utilizing the opportunity of common self-inspection (led by the Internal Audit Department).

In FY2024, we conducted surveys on 19 items under 7 themes, including “child labor” and “forced labor.”

Participation in Sumitomo Electric Group human rights due diligence project

As a member of the Sumitomo Electric Group, we participate in the Human Rights Due Diligence Project and attend monthly meetings. We promote the exchange of relevant information and opinions with Sumitomo Electric and other companies belonging to the same group and make use of this information in our daily efforts.

Initiatives for Supply Chain

Our Group distributes to its suppliers the “Supplier CSR Guidelines,” which set forth a code of conduct that includes respect for human rights. We strive to ensure that our suppliers and further suppliers fully understand the guidelines and put them into practice. We also conduct a “CSR Questionnaire” as a tool for our suppliers to review their compliance status and check their current status and future issues.

As for our natural rubber procurement efforts, mainly in Southeast Asia, we inspect processing plants in our supply chain and conduct on-site audits to ensure that there are no problems with labor practices, including human rights. Furthermore, through our membership in the Global Platform for Sustainable Natural Rubber (GPSNR), we recognize and support the responsibility of small-scale farmers to resolve environmental and social issues.

Related information

[CSR Activities on Supply Chain](#)

Related information

Related information [Risk Management](#)

Related information [Compliance Consultation and Reporting Desk](#)

Related information [Diversity, Equity & Inclusion](#)



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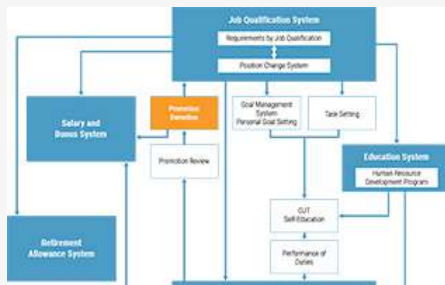
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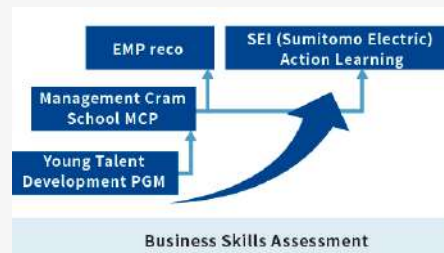
Human Resources Development and Job Satisfaction

Social (S)

- > Human Capital Management
- > Respect for Human Rights
- > Human Resources Development and Job Satisfaction
- > Health Management Initiatives
- > Safety and Health
- > Diversity, Equity & Inclusion
- > Supply Chain
- > Quality Improvement Initiatives
- > Social Contribution



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Personnel and Staffing Systems

Human Resources Development and Job Satisfaction

[> Personnel and Staffing Systems](#) [> Human Resources Development](#)
[> Programs and Systems for the Creation of a Comfortable Working Environment](#)

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 strive to achieve 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

Goal 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

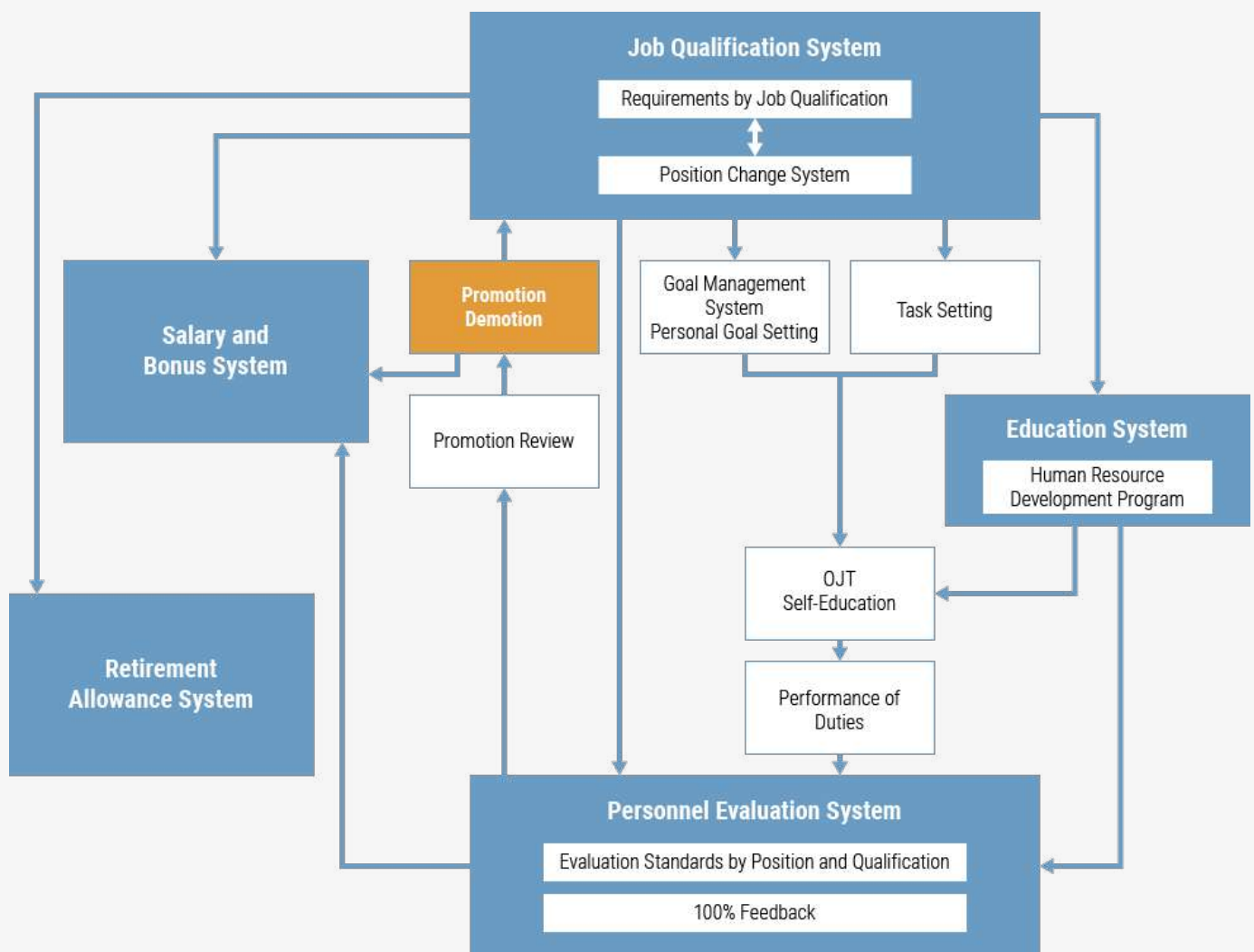
Open up the personnel system, so that supervisors and subordinates can operate it with the same understanding.

→ 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



Data Related to Human Resources

Global
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Komaki Head

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Human Resources Development

Human Resources Development and Job Satisfaction

- [> Personnel and Staffing Systems](#)
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Customers, Employees



Basic Approach to Human Resource Development

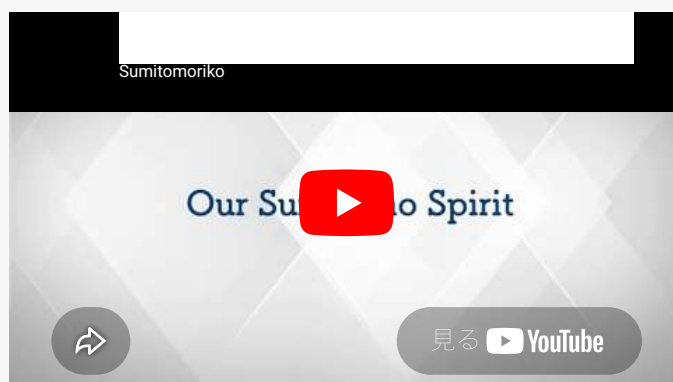
Our Sumitomo Spirit

The Sumitomo Spirit is the foundation and standard of judgment for all Group employees in all of our business activities. Our Group places the Sumitomo Spirit at the core of its human resource development, and conducts regular training for all employees, including new hires, using the video "Our Sumitomo Spirit" to ensure that the philosophy is widely understood.





Participants deepen their understanding by watching a video at the Global Management Meeting



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

Human Resource Development Policy

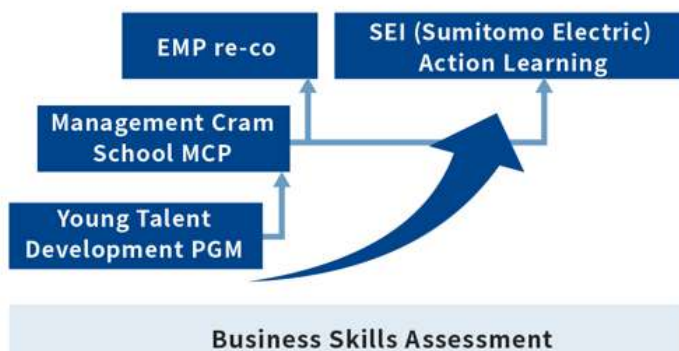
Based on the belief that “there is no business strategy better than human resource development,” the Sumitomo Riko Group aims to develop human resources who possess the character and knowledge appropriate for employees of our Group and who can play an active role on a global scale. To achieve this goal, we are expanding educational content and providing a variety of learning opportunities to enable employees to acquire the knowledge and skills required at each stage of their careers.

Sumitomo Riko Company-Wide Education System for all Employees

We have established a company-wide education system consisting of four areas: “Selective Education for next-generation executive candidates,” “Global Human Resource Development,” “Specialized Education for each Division,” and “Company-Wide Cross-Sectional Education,” and provide education to a wide range of employees. In FY2024, we focused on reviewing and optimizing the education system that has been in place since 2022, as well as analyzing the current situation and providing educational opportunities for the issues identified in order to improve the education for the next generation.

Sumitomo Riko Company-wide Education System Chart

Selective Education



Global Human Resource Development



Specialized Education for each Division

Each Business Headquarters

Buyer Education Program / Data Human Resource Development / Instructional Meetings with Direct Guidance from Business Division TOPs / Activities to Support Acquisition of Professional Certifications, etc.

Group-Wide Cross-Sectional Education

Human Resources Development Department	Company-wide education / Training by level / New Position 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 etc
Human Resources Department	Evaluator training / Appraiser training / Women's Career Advancement Training / Childcare & Nursing Care seminar / Ikubosu training / Lectures on women's activities / Life plan seminar
Legal Department	Competition Law and Anti-Bribery Training / Legal affairs seminar
Information Security Department	Information Security Education / IT technology Utilization Seminars / Office Application Utilization Seminars / Data Utilization Human Resource Development / IT Passport Acquisition Support etc
Health and Wellness Promotion Section	Health Habits / Mental Health Seminar / Safety education / Women's Health Seminar / Physical 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 etc
TQM Promotion Department	Re-do Zero training*2 / Visualization training / SQC method-specific seminars / Data Expert Training Course / QC Certification Level 2 Course etc
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," a proprietary training system that has been in place since 1976. It is one of the sources of the manufacturing culture of the Sumitomo Riko Group, in which employees learn problem-solving skills and practical skills for improvement by leaving their workplaces for a certain period of time to work on practical improvement themes.

*2 Re-do Zero Training : To acquire a mindset and problem-solving techniques that emphasize "setup" to improve operational

quality and efficiency.
*3 S.E.C.Q. Training: To acquire expertise in S (safety), E (environment), C (compliance), and Q (quality).

Key Activities for FY2024

Next Generation Executive Candidate Program

For the sustainable growth of our company, we are focusing on the development of leaders who will lead the next generation. In the Sumitomo Riko EMP re-co (Executive Management Program), one of our programs for next-generation executive candidates, in addition to improving conventional leadership skills, we have newly implemented training to strengthen decision-making capabilities for promoting global management and fostered the ability to make management decisions from a more international perspective.

In addition, the Mirai Create Program (MCP), a management school, is designed to develop more future-oriented leaders. In FY2024, we focused our activities on the creation of new business models for our sustainable growth, with an emphasis on training on the themes of innovation and organizational transformation. We will continue to expand our training programs and strengthen the development of the next-generation management executives.

Human Capital Activities KPI (2025P) In the Human Resource Development items Progress (1) "Strengthen Management Education"

Focus Area	Indicators	Actual Results (FY2023)	Actual Results (FY2024)	Target (2023-2025 cumulative)
Strengthening management education	Number of participants in executive training (Sumitomo Riko EMP re-co/ Management School MCP/Young Human Resources Development Program)	31 persons	32 persons	100 persons

Related information [2029 Sumitomo Riko Group Vision](#)

DX Human Resources Development

Securing and developing human resources to drive DX is positioned as one of the most important issues for our group. In FY2024, we focused on providing educational opportunities for DX human resources.

The concept of DX human resources education is "visualization and cycle." First, a DX assessment is conducted for DX personnel. We have prepared an environment where each participant can clearly envision his/her own career in DX based on an understanding of his/her strengths and weaknesses. We have also prepared educational content that enables the development of strengths and overcoming of weaknesses, and created a learning environment in which the target group can learn and grow autonomously. On the other hand, it is not easy to create results through self-directed learning and the practical application of acquired knowledge.

Therefore, we have also expanded our support system by establishing an internal SNS where employees can easily consult with us about their studies, holding biannual results presentations, and sharing best practices internally via our intranet site. As a result, 693 employees have taken the assessment in the form of candidacy rather than nomination, and 337 employees have taken the DX training course. In addition, we are supporting key personnel who are leading DX initiatives to obtain IT Passport certifications, and approximately 50 employees have obtained IT Passport certifications. In addition, we are continuing to expand and improve educational videos on digital technology, and are working to create an environment in which the entire organization can raise the level of DX capabilities.

Until now, we have mainly provided services to employees who voluntarily wish to grow into DX human resources. In fiscal 2025, however, we will approach the employees who drive our business, and by promoting the "creation of human resources" and "creation of an environment" that will enable the entire company to work together to promote DX, we will contribute to the realization of the 2029 Sumitomo Riko Group Vision (2029V) through DX.

Human Capital Activities KPI (2025P) In the Human Resource Development Items Progress (2) "Strengthen DX Human Resources Development"

Focus Area	Indicators	Actual Results (FY2024)	Target (2023-2025 cumulative)
DX Human Resources Development	DX core personnel training	DX education participants 2,333 persons*	200 persons
	DX data analyst training		700 persons

*In FY2024, we focused on identifying and fostering future DX human resource candidates by providing a wide range of educational opportunities without dividing core and data analysis personnel.

Related information [2029 Sumitomo Riko Group Vision](#)

Reinforcement of education prior to overseas assignment

From FY2024, we have introduced a new program called “Lecture by Overseas Assignment Advisor” as part of our education program prior to overseas assignment.

This program is an interactive training session where participants can feel free to discuss their concerns and questions about overseas assignments with advisors who have abundant practical experiences. The program has received high evaluation from participants, who commented that the opportunity to hear specific advice based on real-life experiences “reduced my anxiety,” and “the real-life stories were very helpful.”

We plan to continue this program in the future so that those who will be posted overseas can take on the challenges of a new environment with peace of mind.



Lecture by Overseas Assignment Advisor

Global Human Resources Development

In FY2024, we offered an English language program to all applicants in order to develop global human resources. This program enables interactive English learning with characters utilizing AI technology. By having an AI as a conversation partner, the program realizes a new learning style in which students can practice English conversation without being restricted by time or place, and without worrying about nervousness or mistakes. This system has also helped create an environment where people can work on improving their skills on their own initiative.

As a result, 473 employees participated in the program, showing a more casual and continuous effort to improve their English skills while balancing it with their daily work.

Enhanced training by level

Key Personnel

For key personnel, we created a new education system and promoted the provision of educational opportunities with the aim of developing leaders who can lead the organization while transforming themselves in a rapidly changing business environment. The training program included lectures focusing on mindset. The content was designed to promote understanding of the environment surrounding the company and their role in responding to that environment. The program also sought to improve engagement by providing opportunities for dialogue with top management and discussion among participants.

This new educational program helped participants strongly recognize the need for self-transformation and fostered their awareness that they must continue to learn and grow together with their peers.

Career-track Personnel

For career-track employees, we have renewed our education system, focusing on ① developing portable skills that are important for each grade level and ② providing learning opportunities in line with each individual's learning challenges.

Regarding ①, training is provided to each promoted employee to acquire skills appropriate to their expected role. The training is based on "logical thinking" and covers a wide range of themes such as "communication skills" and "problem-solving skills." As leaders of teams, employees will learn how to communicate with members and external stakeholders, and how to think about what they should do as leaders, in order to broaden the scope of their work and improve the quality of their results.

Regarding ②, we have introduced a system that allows employees to set their own tasks and learn on their own, with the aim of "breaking away from uniform education," which is required by companies these days, and "developing autonomous human resources" in accordance with our 2029V. Specifically, we are creating an environment where employees can learn continuously and autonomously by visualizing their own abilities and skills through assessments, and by developing e-learning programs covering a wide range of learning themes. We will continue to promote education that takes into account the external and internal environment.

Clerical Personnel

To support autonomous career development, a new education system for clerical personnel has been developed under the theme of "Carve out your own career with your own hands."

Under the new education system, in addition to conventional training for promoted employees, we have introduced a new "needs-specific training" program to meet individual needs. In an increasingly diverse business environment and changing times, the skills required and the skills that people want to hone differ from person to person. We aim to strengthen the skills of each participant according to his or her individual interests and challenges.

This initiative, which took shape in response to the voices of those in the field who wanted to "improve their skills" and "broaden their experience," was attended by 100 employees. The training was designed to encourage all who wished to participate to take the course and apply what they learned to their work so that they can play a more active role in their respective positions.



Second year training for clerical personnel

Technical Personnel

For technical personnel, we focused on the Sumitomo Riko Group as a whole, and received many participants from each Group company for each training course. In addition, by making the training face-to-face in principle, we were able to create a secondary effect of training participation by providing an opportunity for active communication and awareness through contact with members of other workplaces. In addition, as a new system of training for supervisory positions, role-playing training was conducted for the purpose of “consensus building with related parties as a leader” in the new-supervisor training. And factory manager training included “problem-solving and problem-setting to improve engagement in the workplace,” and participants' satisfaction with the training also improved.

Based on the results of FY2024, we will actively incorporate training on the thinking side at each level in FY2025 toward the goal of technical and supervisory positions, and promote the development of human resources who are willing to reform the manufacturing site.



Special training before becoming unit leader

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

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Human Resources Development and Job Satisfaction

[> Personnel and Staffing Systems](#) | [> Human Resources Development](#)
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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)

- "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
- "Telecommuting system" that anyone can use if it does not interfere with work
- "Flextime system" with no core hours
- Spousal leave system to live together with a spouse who stays abroad for a certain period of time

[Childcare / Nursing Care]

- Spousal Maternity Leave System, Childcare Incentive Leave System, and establishment of On-Site Daycare Centers
- Expansion of telecommuting and short-time working systems
- Short-time flextime system

Outline of Childcare and Nursing Care Support Systems

Support for Childcare

Program	Outline
On-site Daycare Center	Koala Pokke, located on site at the Komaki Plant, accepts children ranging from infants to those who are not yet in elementary school.
Childcare Leave	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.
Shortened Working Hours and Shorter-Hours Flextime	Up to 2 hours/day can be reduced. Eligible children are those "before completion of the 6th grade of elementary school", and flex time can be taken in conjunction with the program.
Flextime for childcare	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.
Child Nursing Leave	This is a special leave available for taking care of injured or sick children who have not yet entered elementary school, for preventing epidemics, for closing classes due to infectious diseases, etc., and for entrance (enrollment) and graduation ceremonies. Up to 5 days may be taken per year.
Childcare incentive leave	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
Nursing Care Leave	Up to 365 days nursing care leave can be taken per event.
Shortened Working Hours and Shorter-Hours Flextime	Working hours can be shortened by up to 2 hours per day.
Short-term nursing care leave	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)
Nursing Care Flextime	Employees can set their own start and finish times at their will. The application of the system can be flexibly changed every month.

Good Labor-Management Relations

At Sumitomo Riko, all employees except key personnel and contract employees are members of the labor union.

Sumitomo Riko concluded "labor-management declaration" between the company and the labor union in 1987. Under the spirit of this labor-management declaration, we have established labor-management committees for working hours, wages, safety and health, and welfare, and have been improving various systems and treatment. In the event of a business restructuring or other situation, we take sufficient time to explain and discuss the situation. As counterparts to each other, labor and management will continue to respect each other in order to respond to various values and rapidly changing social conditions and to promote the prompt absorption of opinions, their response, and their reflection in various systems.

Related information

[Social Performance Data](#)

Toward Increased Job Satisfaction and Engagement

Sumitomo Riko is promoting the "Lively and Active 5 Activities" to "foster a corporate culture full of job satisfaction" in the 2029 Sumitomo Riko Group Vision (2029V).

These activities were launched in April 2017 as a company-wide campaign to reform the way we work, with the goal of "developing systems and environments that are easy to work in." Various systems have been introduced, including telecommuting systems, coreless flex work, interworking intervals, and regular workdays.

Total working hours have also been decreasing year by year, down more than 6% since FY2017, when the "Lively and Active 5 Activities" were launched. (2,120 hours in FY 2017 ⇒ 1,982 hours in FY 2024). In FY2023, we shifted to "Lively and Active 5 Activities ver. 1.5" with the aim of "developing a corporate culture and infrastructure to improve engagement," and promoted activities based on "ease of work" x "job satisfaction" = "engagement."

To improve the "ease of work," we (1) reduced long working hours of managers and supervisors and made working hours more visible to further reduce total working hours, and (2) implemented health management initiatives. To achieve "job satisfaction," we focused on (1) introducing an engagement survey and (2) promoting SMART Managers (Sumitomo Riko's version of "Ikubosu"). In fiscal 2025, we will further update the "Lively and Active 5 Activities Ver. 2.0" to accelerate our efforts to improve engagement.

Specifically, we will (1) strengthen our efforts to reduce total working hours, (2) promote improvement activities to increase engagement by managers, members, and human resources at each workplace, and (3) strengthen cooperation within the Group and globally. Through the "Lively and Active 5 Activities," we aim to foster a corporate culture full of job satisfaction.

Lively and Active 5 Activities

Ver2.0

-Improvement of Engagement -

Outline of Activities (FY2025)



Lively and Active
Challenge

Support for organizational improvement activities

SMART Project



Lively and Active
Time

Continuation of measures against long working hours

Reduction of overtime limit from 65 hours to 60 hours



Lively and Active
Life

Health Management

Promoting Group Industrial Insurance



Lively and Active
Work

Establishment of workplaces and systems that are easy to work in

Introduction of systems for balancing work with childcare, etc.



Lively and Active
Information

Information sharing

Strengthening global collaboration through GMM*

*Global Management Meeting

Related information

[Three Directions and Materiality toward 2029](#)



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Basic Approach

Health and Productivity Management Statement

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."

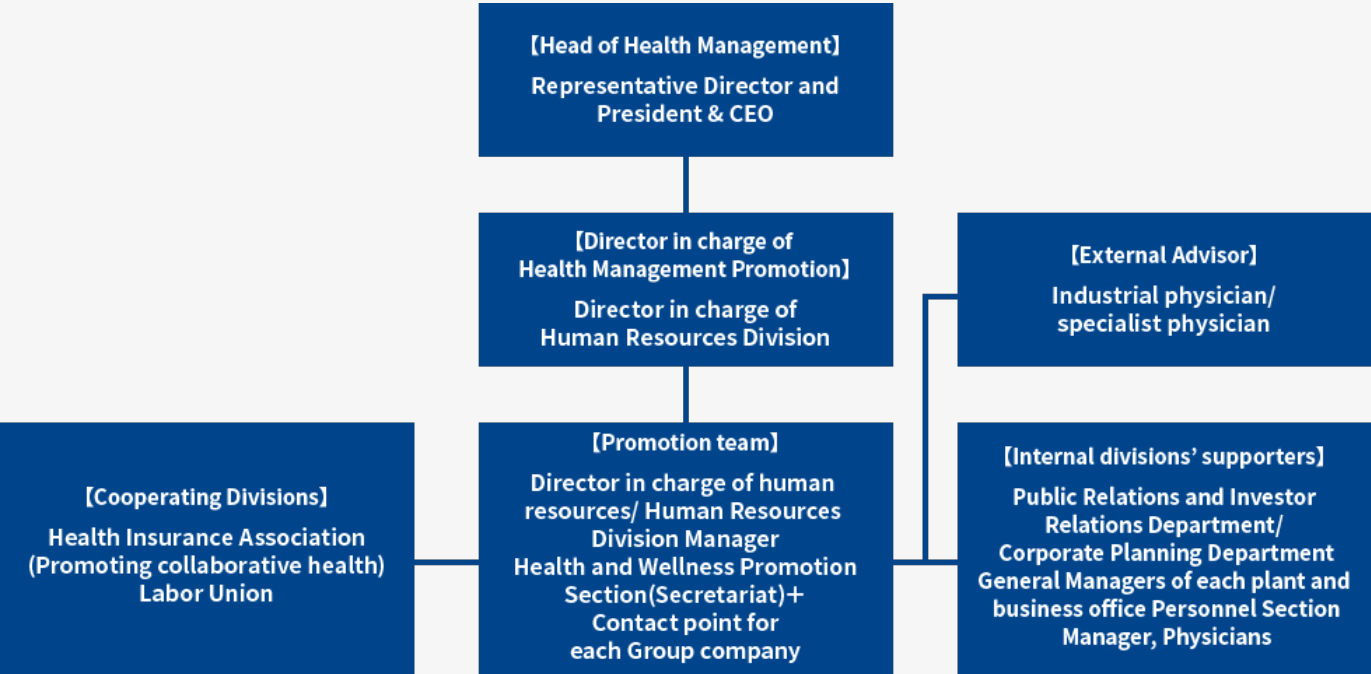
Philosophy & Policy / President’s Message

This message was issued by the President to communicate the Group’s philosophy and commitment regarding Health and Productivity Management to each and every employee, reflecting the fact that our Group positions Health and Productivity Management as an important management strategy.

Related Information [Health and Productivity Management \[Philosophy & Policy / President’s Message\].\(946KB\)](#) 

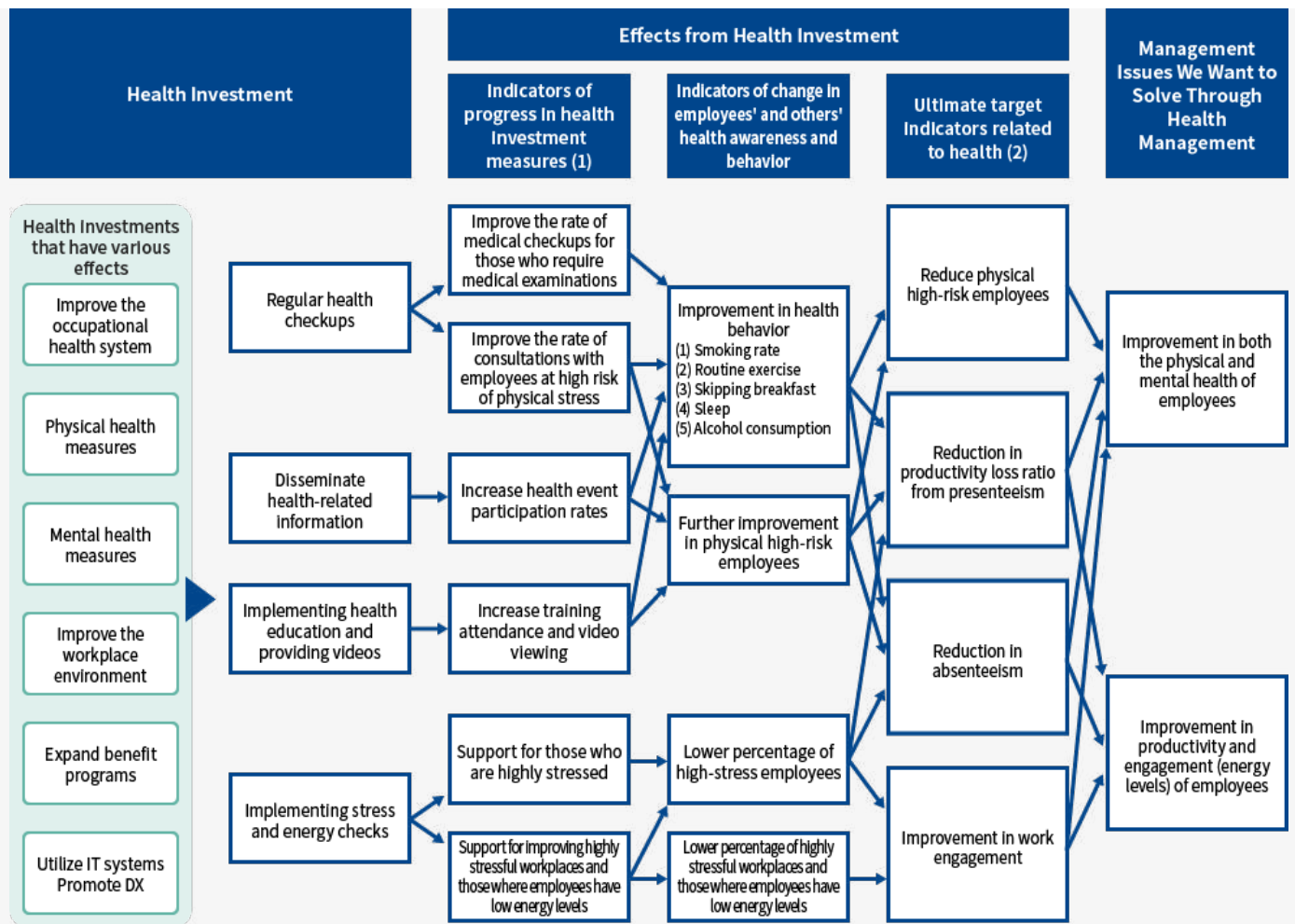
Promotion Structure

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	Targets for FY2025
①Outcome Indicators Final target indicators related to employee health status, productivity, etc.	Productivity and organizational vitality	Presenteeism ^{*1}	80%
		Absenteeism -Rate of days lost from work due to illness (overall) ^{*2}	0.45
		Absenteeism -Rate of days lost from work due to illness (for mental health reasons) ^{*2}	0.27
		Percentage of those who took leave due to mental illness (for one month or longer)	Less than 1%
		Work engagement ^{*3}	2.5
		Percentage of high-stress workplaces (overall health risk 120 or more)	Less than 2%
		Percentage of high-stress workplaces (overall health risk 150 or more)	0%
		Percentage of employees maintaining an appropriate weight (BMI 18.5-24.9)	70.0%
		Percentage of those who are at risk of hypertension (systolic blood	

	Health Status	pressure of 160mmHg or higher)	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)	0.5%
		Percentage of those who are at risk of low liver function (AST or ALT of 100 or more)	1%
②Performance Indicators Indicators of employees' daily awareness and actions	Health-related behavior	Percentage of those who smoke	Less than 20%
		Routine exercise (percentage of those who exercise twice a week and for at least 30 minutes or more each time)	30% or more
		Skipping breakfast (percentage of those who skip breakfast less than three times a week)	80%
		Sleep (percentage of those who get enough sleep)	70%
		Alcohol consumption (percentage of those who drink less than 1 standard drink per day)	70%
		Those to whom three or more of the five items above apply *4	75%
		Those to whom four or more of the five items above apply	40%
		Those to whom five of the five items above apply	8%
③Output indicators Indicators of employees' efforts in response to measures	Primary prevention	Percentage of registrations for the health promotion apps (Pep Up)	45%
		Number of participants in training on health improvement	3000 or more people
		Rate of participation in walking events	20%
		Response rate of stress checks	95%
	Secondary prevention	Rate of regular health checkups gotten	100%
		Rate of colorectal cancer screening tests taken	85%
		Examination rate for those who need retesting	80%
		Rate of employees receiving health guidance	80%

*1 Presenteeism...Measured by SPQ (University of Tokyo 1-item version)

*2 Absenteeism...Rate of days away from work due to illness [%]=Number of days away from work due to illness [days]/(Average number of employees [persons] x Prescribed working days [days])

*3 Work engagement...Calculated as the average of two items related to pride and vitality at work on a 4-point scale.

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

Related Information [Social Performance Data](#)

Initiatives for Three Priority Measures

(1) Health Improvement Activities

To promote safety measures, a healthy body, and exercise habits, we conduct radio calisthenics and health-building exercises with the participation of all employees at the start of each workday. In particular, in order to increase the percentage of employees with exercise habits, we introduced a health point system in cooperation with the health insurance union in FY2020 to raise employees' health awareness. Furthermore, in addition to health education and training for all employees, we also conduct workplace training tailored to the needs of each workplace, such as plogging activities (a fitness program combining trash pickup and jogging) and physical fitness measurements, etc. These

activities have earned the Company certification as a “Sports Yell Company 2025”.

In addition, through the holding of health events to measure the state of the body, such as vegetable intake and bone density, we are implementing initiatives to enable each and every employee to enjoy their health and fitness while having fun.



Health Building Exercise



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



Health event (measurement of vegetable intake)

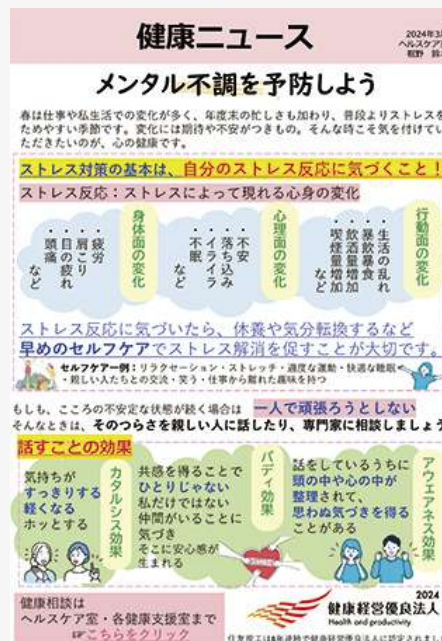
(2) Mental Health Measures

We also provide comprehensive mental health measures, such as mindfulness training to reduce employee stress and improve concentration, anger management training to control anger, individual counseling by psychiatrists and outside counselors, early response to employees with mental health problems by our industrial health staff, and measures to prevent recurrence of mental health problems by using our original reinstatement support program.

In addition, our company implements self-care measures to take care of our own stress by utilizing stress checks and line-care measures to understand and improve the daily workplace environment. To improve the workplace, we also provide education and training for managers and supervisors throughout the company and support for workplace improvement for departments with problems.



Mindfulness workplace training



Letter to make employees aware of mental health



Mindfulness Training Videos

(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 with vigor and vitality, we hold "Women's Seminars" on themes such as measures against cancer and menopausal disorders specific to women. We also use e-learning to raise awareness of women's health not only among women but also among supervisors and men. 96.9% of employees in managerial and key positions took the e-learning course in FY2024. In addition, at regular health checkup sites, we also provide self-check training for women using a breast cancer palpation model and encourage them to undergo breast cancer screening. In addition to these activities, the following are also carried out:

- Follow-up on the treatment status of those with poorly controlled diabetes and encouragement to improve their drinking habits for those whose alcohol consumption increases the risk of lifestyle-related diseases
- Company-wide distribution of summary materials on health checkup results
- Health lectures at life plan seminars for employees aged 55-59, and health guidance by public health nurses and nurses to employees approaching retirement age



Breast cancer palpation training



Smart Club Case Study



Alcohol Habit Improvement Leaflet

Prevention of passive smoking and quit-smoking measures

We have decided to implement a total smoking ban on our premises starting in April 2026 and are proceeding with a phased smoking ban.

The aim is to prevent health hazards to employees caused by smoking and labor losses due to decreased productivity.

At the same time, in cooperation with the Sumitomo Riko Health Insurance Association, we are providing individual smoking cessation support to smokers and holding events to support those who try to quit smoking at each workplace to build momentum for smoking cessation. We will continue to strengthen measures for passive smoking and smoking cessation at our domestic affiliates as well.

会社通知事項 マネジメントニュース No. 1554
2025年3月17日
人事総務本部・生産情報本部

週1回 禁煙デー実施のお知らせ
・2025年4月～毎週水曜日が禁煙となります ※松島事業所は全面禁煙開始・

前記の件、健康経営の考え方に基き当社グループで働く皆さまの「健康増進」及び「発がん予防」を目的として、2025年度より国内製作所・事業所を対象に週1回の禁煙デーを実施いたします。対象事業所は当該従業員だけでなく構内各社、各拠点に波及される全ての方々です。また、2025年4月より国内製作所・事業所は「敷地内全面禁煙」となります。（松島事業所は2025年度より実施）ご理解、ご協力を賜りますようお願い申し上げます。

2024年度は全社で初めての禁煙デーを実施しました。喫煙者の皆さんを始め、ご協力ありがとうございました。次年度より製作所・事業所は週1回の禁煙デー、松島事業所は全面禁煙化が始まります。敷地内禁煙は近隣企業や多くのお客様の取組んでおり、全ての皆さんの健康増進のため当社も取組んでいきたいと考えています。大きな変化点となりますが、地域から信頼される企業であり続けるべく、就業時間前後を含め近隣の喫煙マナーにも十分に留意をお願いします。今後も、安全・健康・活力あふれる住友化学グループを目指し、ともに頑張ります！

清水社長
メッセージ

1. 全面禁煙化スケジュール
以下の通り計画いたします。 ※松島事業所は2025年4月より敷地内全面禁煙化

- ・段階的な敷地内禁煙 継続（2024年4月～）
- ・敷地内全面禁煙（2025年4月～）

【スケジュール】

時期	2023		2024		2025	2026
	前期	後期	前期	後期		
小牧	-	-	禁煙デー 2回/月 5/31・6/22	禁煙デー 1回/月 毎週水曜	禁煙デー 1回/月 毎週水曜	敷地内全面禁煙
松島	禁煙デー 1回/週半期	1回/週半期	1回/週半期	1回/週半期	敷地内全面禁煙	敷地内全面禁煙
他	所属社に準ずる（就業時間内は禁煙）					

【喫煙のルール】

- ・喫煙休憩時間を除き、就業時間内は禁煙となります。
- ・作業用車両を含め、構内駐車場も禁煙対象です。

2. 支援サポート
住友化学健康保険組合のご協力のもと、①ニコチンパッチの購入費補助 ②オンライン禁煙外来プログラムの費用補助 の申請を随時受理しています。その他、禁煙者への個別フォロー等も実施しております。ご相談などありましたら、ヘルスケア室（TEL: 0568-77-2156 内線: 8-10-3093 <hospitall@sumitomo-chem.co.jp>）までご連絡ください。

以上

そうだ、
禁煙しよう。

住友理工株式会社皆さま

**卒煙
チャレンジ**

募集期間
2024
12/2（月）～

自己負担20,000円

お薬を使わず3ヶ月間のプログラムで喫煙をゼロにしたい！
オンラインによるプログラムなどの支援と専任の指導員がサポート。PCやスマホ・タブレットで医師の診療を受けることが可能だ。

▶オンライン禁煙プログラム

募集期間：2024年12月2日（月）～
募集人数：必要数の見込みあり
参加条件：①住友理工健康保険組合の被保険者
②禁煙プログラム終了時点で健康保険組合の被保険者であること
（喫煙を止めないで辞めた場合は、参加費を返金いたします）
参加費用：5万5000円→20,000円（残り3万5000円は健康保険組合負担）
参加方法：おのQHコードまたはQRコードより必要事項を入力

プログラムの内容 株式会社リンク サポートデスク
ご応募はコチラ TEL: 0120-33-8916 メール: sd@linkage-inc.co.jp Linkage

**本日 敷地内
全面禁煙**
NO SMOKING DAY
本日 7:00 ～ 翌日 7:00

- ・駐車場も敷地内のため禁煙区域（車内含む）
- ・勤務時間内（休憩時間を含む）に無許可外出を禁ずる喫煙は禁止

★就業時間外を含め、会社近隣での喫煙マナー遵守をお願いします★

今日は煙慮（えんりょ）デー 禁煙推進部会

Poster announcing No Smoking Day

Management News announcing a weekly no-smoking Quit Smoking Challenge Poster
day

Cooperation with Group Companies and Training Support for Internal Partner Companies

To promote the health of Group company employees, we are strengthening Group occupational health activities. We hold regular “Group Occupational Health Liaison Meetings” with the occupational health contact desks of each domestic company to communicate policies and health measures and exchange opinions. The purpose of this meeting is to disseminate the role and importance of occupational health and health management throughout the group, broaden the knowledge of those in charge, and apply it to daily activities. On the day, basic mental health training was followed by a lively exchange of opinions on health issues and improvements at each group company. Based on each company's health KPIs, issues, and requests, we are working to promote health through a health point system, health training programs, the development of health news, and the development of infrastructure for scales and blood pressure monitors to prevent lifestyle diseases. We also provide training support to onsite construction subcontractors, including training on heat stroke. We will continue to improve our industrial health functions in cooperation with group companies.



Group Industrial Health Liaison Committee

Contributing to the health of society by leveraging our technology and expertise

We regard health management as an important policy, so we aim to create new value and solve social issues while raising employee awareness of health and increasing job satisfaction and engagement. As part of this effort, we utilize the products and services we develop and provide to promote the health of our employees and local people.

We recruited employees to monitor their sleep condition using our proprietary piezoelectric sensor “MONILIFE wellness”. Employees who are suspected of having sleep apnea syndrome (SAS) through the use of this product are provided with financial assistance for SAS diagnosis, leading to improved health through better sleep conditions.

In addition, based on the “Agreement on Comprehensive Collaborative Cooperation for Promotion of Health Promotion, etc.” signed with Komaki City, Aichi Prefecture in January 2021, we have been conducting “Frailty Check Measurement Meetings” using our Frailty Check System in cooperation with the city since October of the same year. In January 2025, our Frailty* Check System was introduced at Health Labo Komaki, a health promotion facility that opened in Komaki City, Aichi Prefecture. We will continue to contribute to the realization of healthy and sustainable community development through collaboration beyond the boundaries of the company.

*Frailty refers to a state in which physical and cognitive functions decline with age. Once a person falls into a state requiring nursing care, it becomes extremely difficult to improve it. The concept of frailty prevention aims to improve health status and extend healthy life expectancy through appropriate intervention and support by early detection and understanding of the frailty stage.

[Related Information](#) [Contribution to Building Communities](#)

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

Currently, the 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 Promotion Committee to strengthen cooperation among the three parties in disease prevention and health promotion activities for employees.

As part of our efforts to promote health management and create healthy and rewarding workplaces, we hold exercise sessions and “Health Management Meetings for Everyone” in cooperation with the labor union to encourage employees to develop exercise habits and exchange opinions.

The purpose of this meeting is to hear directly from employees working in the field and to exchange opinions to reflect them in future health management measures. The meeting was a meaningful time, with many participants actively sharing their own health issues, challenges they are facing in the workplace, and various ideas for health promotion. We will continue to value the voices of our employees and promote health management as an initiative “Creating Health Management Together.”



Aichi Health Management Network



Exercise exchange meeting (rise test)



Exercise exchange meeting (2-step test)



Opinion exchange meeting on health management

Providing Health & Communication Space

Since August 2024, we have been expanding our health support center as part of our investment in health, based on the concept of an “open health space.”

In December 2024, the Matsusaka Plant introduced a “treat vending machine” as part of the “Comfortable Rest Area Project” to improve the workplace environment. We aim to revitalize communication within the workplace by generating chatting through the use of this vending machine.



Health Support Center



Training machines added to the Health Support Center



Treat vending machine at Matsusaka office

Certified Health & Productivity Management Outstanding Organization - White 500

In March 2025, our company was certified as one of the “White 500” companies under the 2025 Certified Health & Productivity Management Organization Recognition Program, which is given to the top 500 corporations with excellent health management practices. This is the ninth consecutive year since 2017 that our company has been recognized as a “Certified Health & Productivity Management Outstanding Organization.”

We will continue to position health management as an important measure and promote it by raising employee health awareness and working to improve job satisfaction and engagement.



2025
健康経営優良法人
KENKO Investment for Health
大規模法人部門
ホワイト500



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Safety and Health Activities

Policy

We are further strengthening our global safety activities to achieve "Zero Accidents (occupational, fire, and traffic accidents). To achieve "Zero Accidents", we cannot achieve it without both "Safe People Fostering" and "Safe Organization/Safe Workplace Development." We are building a safety culture to make each and every associate autonomous so that they can always be aware of safety and act accordingly.

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



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 occupational 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 occupational 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



Involvement of Workers (Employees)

In addition to each of our activities, associates participate in decision-making at various Safety and Health conference bodies and committees at each of our bases as well as Safety and Health Patrols. At the work sites, we gather feedback from associates and utilize it to make improvements, "Collect and Reveal activities."

Group-wide Activities

Building a Safe Organization

The Sumitomo Riko Group is promoting the creation of a safe organization at its domestic and overseas bases by promoting the early detection and improvement of unsafe behavior and unsafe conditions through daily workplace inspections by top management, including the base manager, and safety personnel.

Building a Safe Workplace

Our group promotes a safe workplace through the following activities.

(Occupational accident prevention) Eliminate unsafe conditions by keeping offices and manufacturing sites tidy and preventing contact between forklift trucks and people by separating them.

(Fire prevention) Eliminate ignition sources by inspecting, maintaining, and cleaning machinery.

(Workplace environment) Manage the workplace environment including chemical substances, heat, noise, etc.

Fostering Safe People

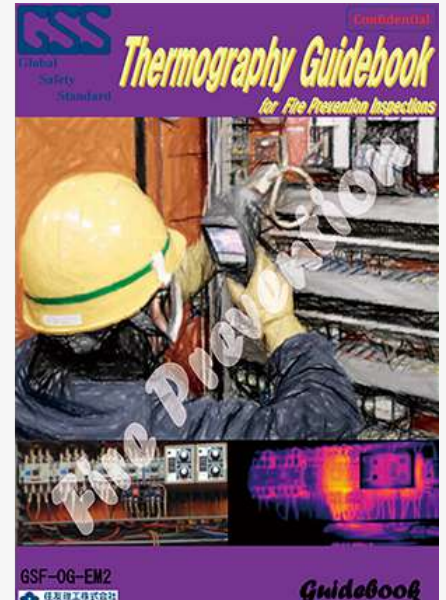
Our group establishes and implements GSS (Global Safety Standards), promotes audits to ensure compliance, the top management is engaged in safety dialogues to raise the safety awareness and knowledge of associates. In addition, we are promoting the "fostering of safe people" by improving each person's sensitivity to hazards through hazard prediction training.



President and CEO's Safety Dialogue

Fire Prevention Activities

In-house fire prevention activities include establishing standards with fire prevention rules and promoting equipment inspections using thermography for early detection of electrical equipment in factories. In addition, the status of fire prevention measures is checked by top management through genchi-genbutsu (on-site) inspections of bases in Japan and overseas and through web-based instructions. The instructions are given to strengthen inspections of machinery, including information on accidents at other companies, and to eliminate combustible materials through 5S at work sites.



Fire Prevention Related Guidebooks

Traffic Safety

Our group also considers traffic accidents in Japan to be a major issue, and we share information on the locations of traffic accidents that have occurred on the way to and from work (traffic accident map) and conducts traffic safety training using VR and other methods. In addition, we raise awareness of traffic-related issues by displaying awareness posters according to the season, and we promote the prevention of traffic accidents on a daily basis.



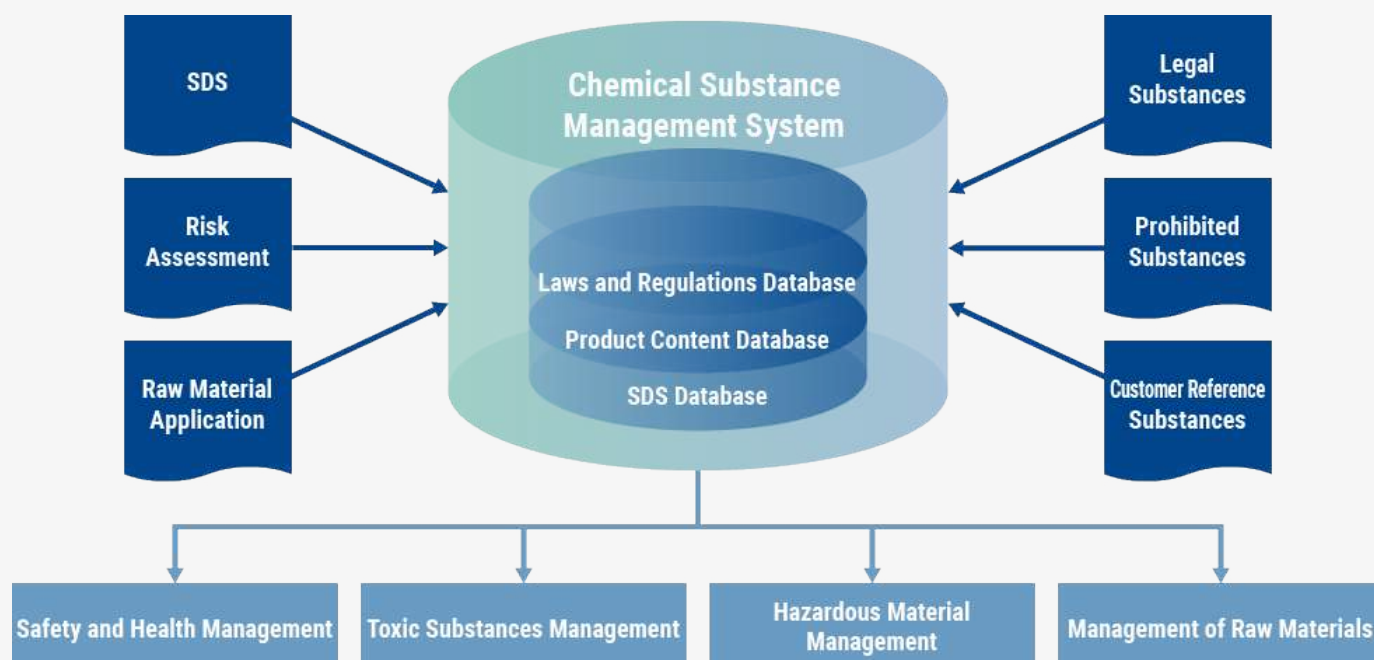
Traffic Safety Training Using VR



Various Traffic-related Posters

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 established an environment that enables associates to effectively implement chemical substance management.



Chemical Substance Management Instruction

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 associates
- 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 Management

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Employees



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 DE&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 DE&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.



DE&I Promotion Structure

At Sumitomo Riko, the DE&I Group of the Planning Section in the Human Resources Department takes the lead in establishing specific systems and improving the internal environment in cooperation and collaboration with the CSR Promotion Office and the Human Resources Development Department.

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

Mid-term vision

Sumitomo Riko has set the following goals in the 2029 Sumitomo Riko Group Vision (2029V), targeting "Providing training opportunities to promote individual growth and fostering a corporate culture full of job satisfaction."

Goals for 2029 (Public Value and Corporate Value)

- 1.Engagement: By increasing empathy for the management philosophy and vision, build an autonomous relationship between employees and the company, where employees choose the company and are chosen by the company.
- 2.DE&I: Ensure that a diverse workforce can work with confidence and continue to create new value.

Related Information [2029 Sumitomo Riko Group Vision](#)

Priority Action Items and Results for FY2024 and Challenges for FY2025

Themes	FY 2024 Priority Action Item	Achievements		FY 2025 Priority Action Item
Promotion of diverse human resource's activities	30% female employment rate	24.0% (March 2025)		Continue to maintain 30% female employment rate
	Increase in the ratio of female managers	Career development training for management candidates held (Aug. 2024 - Jan. 2025)		Continued career development training
	Promotion of employment of persons with disabilities (Statutory employment rate: 2.3%)	• 2.8% (March 2025, 3 special subsidiaries applied) • Continued to accept 5 employees on secondment from the special subsidiary "SumiRiko Joyful Company Limited"		Promotion of activities aimed at 2.7% employment rate of persons with disabilities (average of domestic group companies) (2.5% of the legally mandated employment rate)
	Ongoing development of support systems for balancing work with childcare and nursing care responsibilities	Care	• Held a lecture for all employees on balancing work and nursing care (380 attendees)	Ongoing development of a system to support both work and family life and spreading understanding of the concept
		Childcare	• Held a lecture for all employees on balancing work and childcare (400 participants)	Ongoing development of a system to support both work and family life and spreading understanding of the concept
		• Information dissemination through the		

Raising awareness and fostering a culture	Information Distribution	company newsletter “Mitsukumi” and “HR News,” which is sent out monthly by HR to the entire company • Seminar information on the in-house website “G.Portal”	Continuation of information dissemination
	Educational activities at various trainings	• Conducted D&I training at training sessions by job level • Participation in the Sumitomo Electric Group Women's Forum “SWING” • Held “Life Plan Seminar” for employees approaching retirement age 148 employees aged 55-59 participated	• Conducted awareness-raising activities related to DE&I by adding the perspective of “E: equity” in training programs for each level of employees • Continued participation in the Sumitomo Electric Group Women's Forum “SWING” • Organize “Life Plan Seminars”



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Initiatives to Promote DE&I

Diversity, Equity & Inclusion

> Diversity Management

> Initiatives to Promote DE&I

Employees



General Employer Action Plan

Based on its management philosophy, Sumitomo Riko respects the diversity, personality, and individuality of each employee. While enabling employees to balance work and personal life, the company aims to support the career development and skill enhancement that each individual desires, and to create a workplace where everyone can work actively and with enthusiasm. To this end, Sumitomo Riko has formulated and publicly announced the following action plan and is actively working toward achieving its goals.

1. Plan Period	April 1, 2026 – March 31, 2028	
2. Quantitative Targets	Target1	Achieve and consistently maintain a 90% or higher utilization rate of childcare leave by male employees (including childcare encouragement leave and special leave related to childbirth)
	Target 2	Reduce the number of cases in which overtime work exceeds 45 hours per month for general employees by an annual average of at least 5% (compared to FY2025)
	Target 3	Achieve a female managerial ratio of 2.7% or higher
	Target 4	Achieve and consistently maintain a 70% or higher rate of male employees taking 28 days or more of childcare leave
3. Details of the Plan	For further details, please refer to the Ministry of Health, Labour and Welfare website  (Japanese)	



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 DE&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 it was first held, the main focus was on women in clerical positions (general positions), but in FY2021, it continued to adapt to changes in society by focusing on women in career-track positions and incorporating online seminars to deal with the Corona pandemic and diverse work styles.

The logo consists of the letters S, W, I, N, G in a bold, sans-serif font. Each letter is a different color: S is blue, W is green, I is yellow, N is red, and G is purple.

*SWING: Abbreviation of the

"**S**EG (Sumitomo Electric Group) **W**omen's **I**nnovative **N**etworking **G**roup"

Changes in the Ratio of Female Managers

As of the end of fiscal year 2024, the percentage of female managers at Sumitomo Riko was 2.3% (13 persons).

In FY2023, we conducted a questionnaire survey of female managers, and in FY2024, based on the results of the survey, we launched initiatives to create an environment in which women can aim for career advancement.

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 DE&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

Sumitomo Riko accepts people with disabilities in each of its divisions and promotes the performance of work suited to their aptitudes while gaining an understanding of the host workplace.

In November 2013, SumiRiko Joyful Company Limited, a special subsidiary, was established to promote employment of people with disabilities and contribute to society. The number of employees has grown from five at the time of its establishment to about 30. The scope of its business has expanded over the years to include in-house mail pickup and delivery, archive management, printing, converting documents to electronic data, and cleaning services.

In addition, since FY2019, we have continued to transfer employees from SumiRiko Joyful to Sumitomo Riko. Currently, two employees are transferred to the Global Headquarters and three employees are transferred to the Komaki Plant, where they work together in the same environment as regular employees. In FY 2024, the first new graduates hired directly by Sumitomo Riko will be assigned to the Corporate Division, expanding their job scope.

In FY2024, we held “Lectures on Promoting Employment of People with Disabilities” and “Lectures by Supporters of Employment of People with Disabilities” for all positions and receiving workplaces in the Komaki Head Office area, respectively.

We will continue to foster understanding within the company and create an environment in which each individual can work by making the most of his or her individuality.



Working scene of SumiRiko Joyful



Cleaning work of employees transferred to the global headquarters

Related information

[Social Performance Data](#)

DE&I In-House Training

Based on the concept that “there is no business strategy better than human resource development,” we conduct training in a variety of formats, including basic and periodic training, position-based training, and needs-based training. In FY2024, we continued to conduct D&I training within position-specific training, and tried various approaches to suit the target participants, such as basic knowledge of D&I, introduction of Sumitomo Riko's approaches and current status, and improvement of specific action levels based on case studies. In recent years, we have taken up themes such as Unconscious Bias and LGBTQ, creating opportunities for all participants to think together. Starting in FY2025, we have added E (equity) as a theme and publish an LGBTQ guidebook to further improve understanding.



*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



CSR Activities on Supply Chain





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Shareholders and Investors, Suppliers and Other Trade Partners



Basic 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.

Furthermore, in our management vision "2029 Sumitomo Riko Group Vision," which was established in June 2023 to mark the 100th anniversary of our company's establishment, we set the goal of thorough compliance with laws, regulations, and corporate ethics throughout the Group and globally, including in the supply chain.

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.

[Related information](#) [2029 Sumitomo Riko Group Vision](#)

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.

[Supplier CSR Guidelines, Japanese 4th edition \(414KB\)](#) 

[Supplier CSR Guidelines, English 4th edition \(300KB\)](#) 

[Supplier CSR Guidelines, Chinese 4th edition \(490KB\)](#) 

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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Shareholders and Investors, Suppliers and Other Trade Partners



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 FY2023, we conducted a survey of our suppliers, who account for 90% of our domestic procurement value, to respond to changes

 ng questions on human rights, the environment, and other areas that have become increasingly demanding in recent years.

Through these activities we will work to establish a more robust supply chain by deepening communication with our suppliers and supporting



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their efforts, as well as informing them of our CSR procurement policy.

CSR Survey Implementation Status (Cumulative)

	Result for FY2017 to FY2024	Summary
Subject suppliers and number of suppliers	Domestic (non-consolidated): 465companies Domestic Group: 230companies Overseas Group: 62companies	• In 2023, we conducted a survey that strengthened the human rights and environmental sectors

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.

Specifically, since 2016, we have audited natural rubber plantations and natural rubber processing manufacturers in Southeast Asian countries, and in 2023 we audited three natural rubber plantations and natural rubber processing manufacturers in Indonesia, India, and Thailand.

Going forward, we will continue to conduct audits in cooperation with our overseas procurement bases.



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.

Reports on our activities based on the policy are available on the GPSNR website.

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 [GPSNR Official website](#) 

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. We have also begun crisis management of the supply chain by providing information to suppliers on cyber-attack by ransomware, a growing risk in recent years, and fire prevention measures.

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

The Sumitomo Riko Group has established procurement regulations in Japanese, English, and Chinese and ensures thorough compliance with the regulations, especially with overseas suppliers, through meetings with bases and meetings of procurement managers. In Japan, in response to the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors (Subcontract Act), the Procurement Division conducts education and awareness programs for each department and each level.

In addition, e-learning programs are regularly conducted for all employees to improve their understanding and awareness. We also ask our suppliers to understand and implement CSR procurement at supplier's meetings and other occasions.



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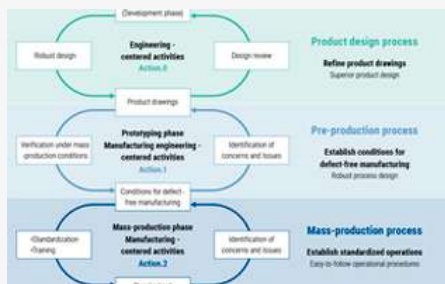
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Quality Management

[Quality Improvement Initiatives](#)[> Quality Management](#)[> Quality Initiatives](#)

Shareholders and Investors, Suppliers and Other Trade Partners,
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Basic Approach to Quality

The Sumitomo Riko Group is committed to quality improvement activities under the company-wide quality policy. 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. To fulfill this mission, "All members of the Sumitomo Riko Group are committed to making continuous improvements in pursuit of "Customer First, Quality First" on a global basis. ~We will become a company trusted by society and customers by establishing Total Quality Management (TQM) activities and S.E.C.Q.-centered business operations."~, The above is the Group-wide quality policy, and the Sumitomo Riko Group is working on quality improvement activities.

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.



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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).

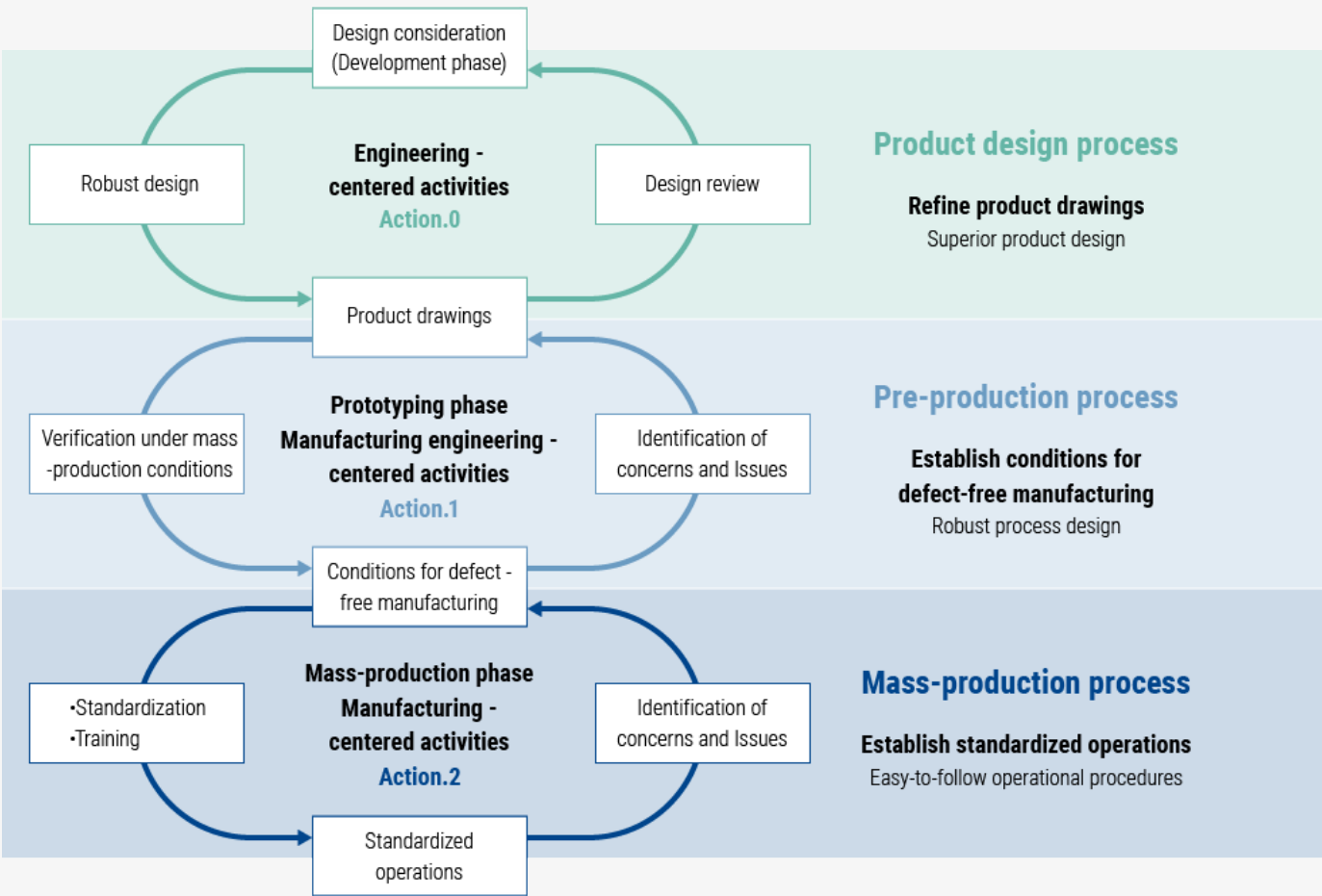


Fig. 1: Ji-Kotei-Kanketsu (JKK)

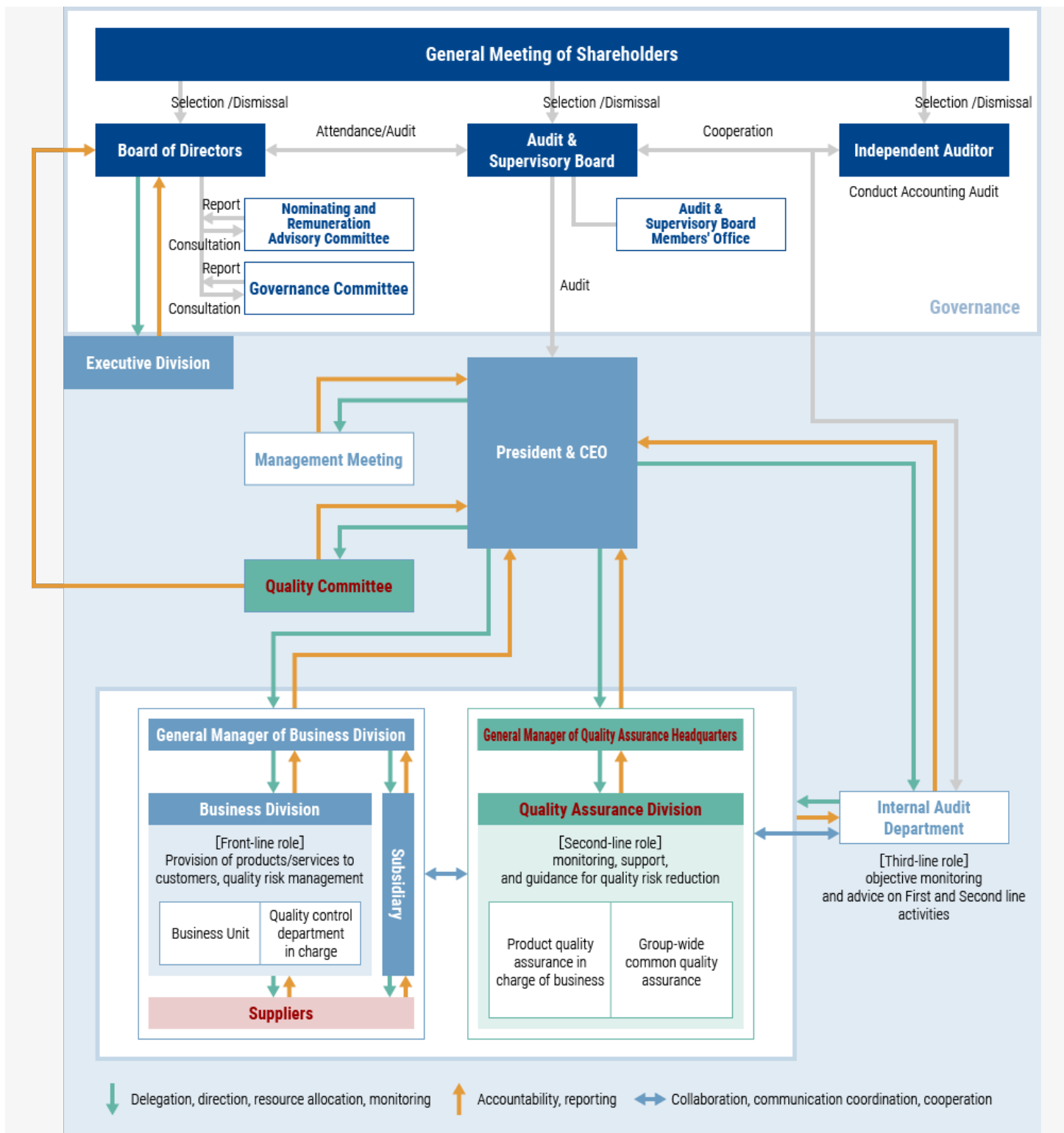


Fig. 2: Quality Governance

Quality Control Systems

Quality Assurance Systems

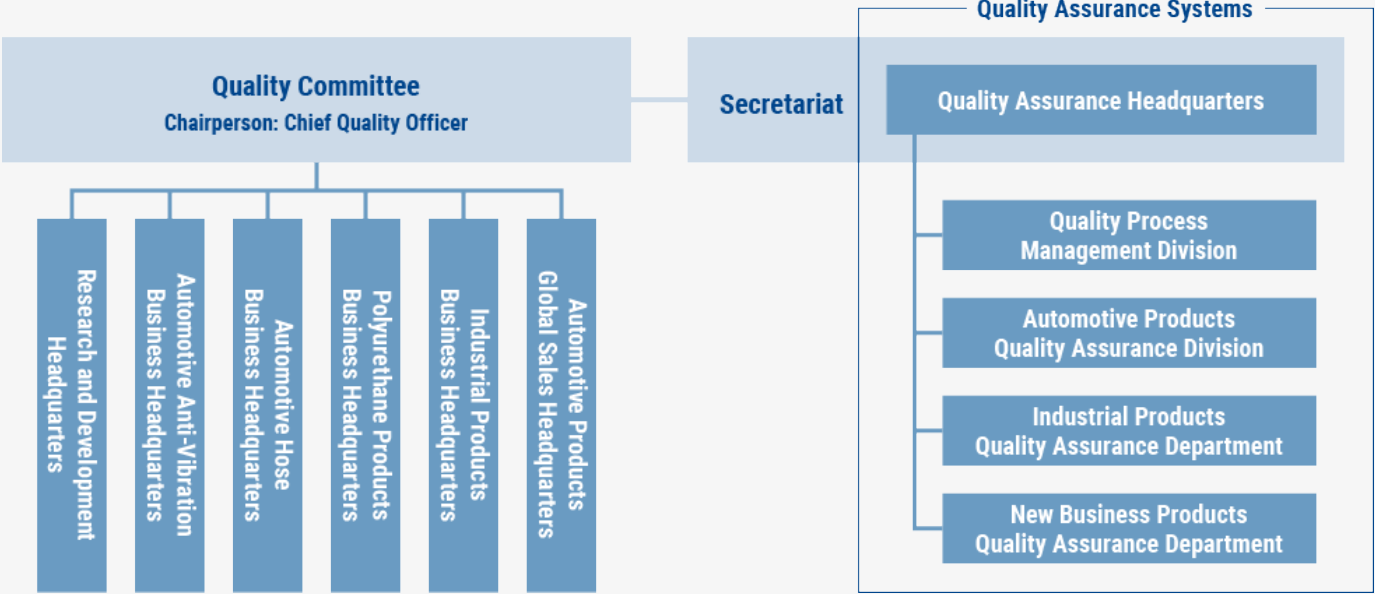
In 2016, Sumitomo Riko appointed a Chief Quality Officer (CQO) and established the Quality Assurance Headquarters, integrating the Group's quality functions.

The Quality Assurance Headquarters maintains independence and fairness from the business divisions, and the organizational structure has been designed to raise the quality assurance of the Sumitomo Riko Group to a higher level by strengthening the auditing function and establishing a mechanism to collaborate with the business divisions.

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 the ideal state of quality toward 2029V.

<The Ideal State of Quality toward 2029V>

- To be known as "Sumitomo Riko of Quality," which prevents critical quality problems from occurring
- To be a "Sound Company" where no quality compliance problems occur

1. Improvement of Product Quality

We will aim to eliminate critical quality problems by promoting the "reliable implementation of recurrence prevention," "thorough verification of change points," and "enhancement of abnormality detection capabilities". We will also build a quality assurance system that extends upstream (research and development) to eliminate defects at the root.

2. Improvement of Operational Quality

We will disseminate the Global Quality Standards (GQS) to all our global bases and establish GQS that are appropriate for new products and new manufacturing methods.

We will also enhance TQM activities in coordination with company-wide DX promotion activities, such as quality education by job level, penetration of small-group activities into the Sumitomo Riko Group, and reinforcement of important themes through the penetration of policy management.

3. Elimination of Quality Compliance Risks

We will regularly conduct quality compliance education, build a system for auditing quality contracts with customers on a global basis, and establish a system to prevent quality fraud by utilizing digitalization and automation.



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Management of Social Contribution Activities



Contribution to Diversity



Contribution to Youth Development



Contribution to Building Communities



Contribution to Citizens' Activities



Volunteer Activities by Sumitomo Riko Group Employees





Activities of Sumitomo Riko
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Management of Social Contribution Activities

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Employees, Local Communities

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.

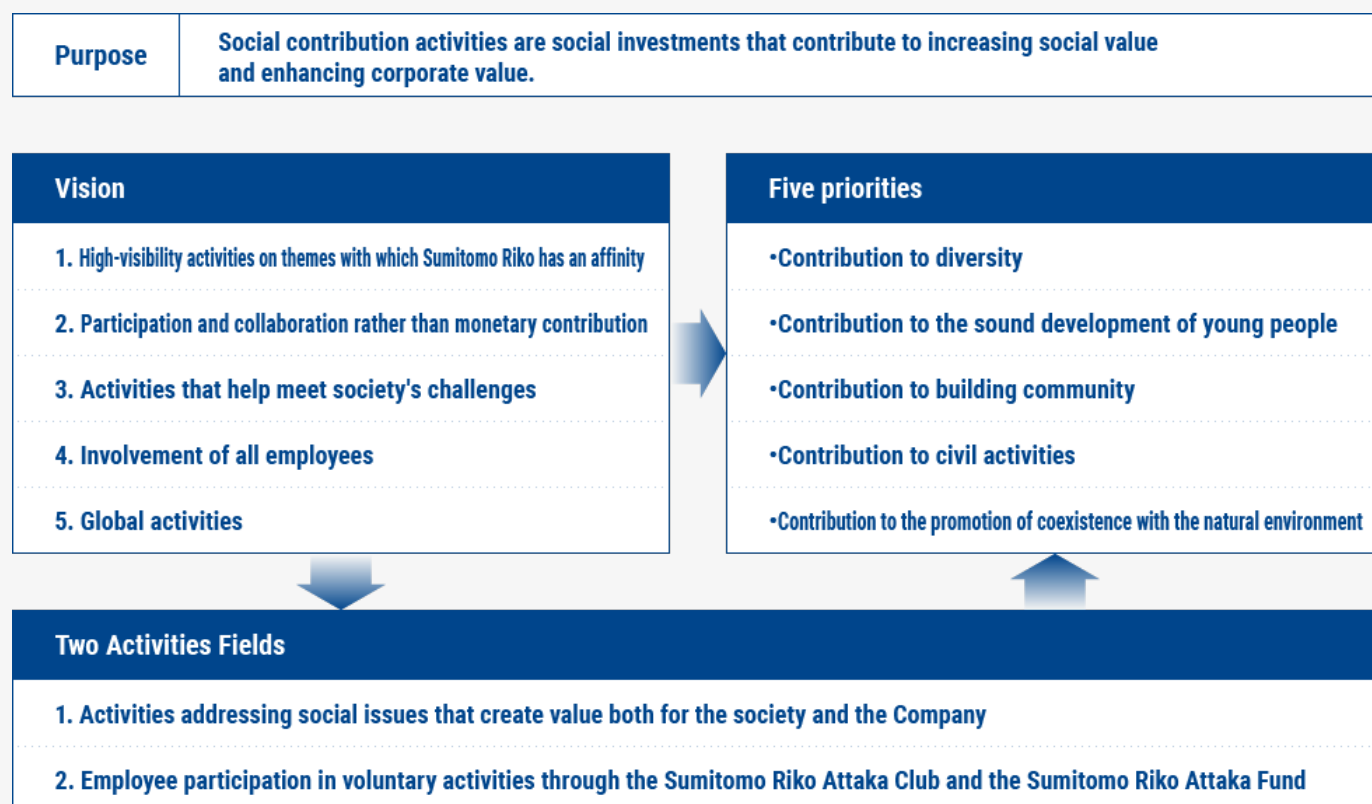
Philosophy of Activities

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."



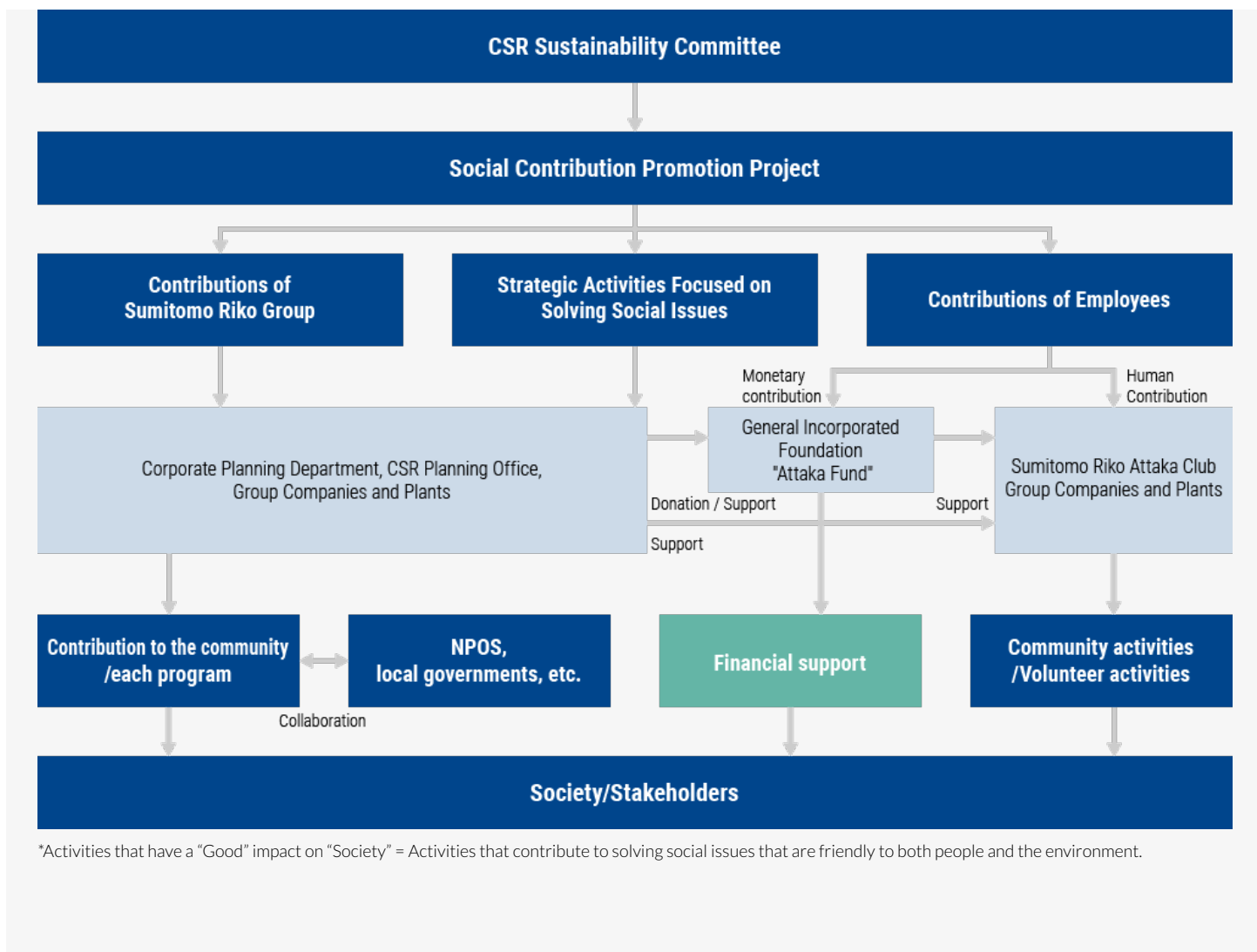
Social Contribution Promotion System

Based on the idea that social contribution activities are a defined activity philosophy, 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 planning of strategic activities to their deployment to each business base.

Sumitomo Riko's social contribution activities are broadly divided into "employee contributions" and "company contributions." There are two types of employee contributions: human contributions and monetary contributions. In terms of human contribution, we operate the "Sumitomo Riko Attaka Club" for all employees of the Sumitomo Riko Group, which is a matching website connecting employees and "Social Good 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 these donations with a matching gift of the same amount.

As for the company's contributions, various social contribution programs are studied and formulated by the Social Contribution Promotion Project, and the CSR Promotion Office serves as the secretariat for implementing each program. In addition, the "Attaka Club" and "Attaka Fund," which support the contributions of employees, are operated by each group companies and plants 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. Fifty-five children participated in this school, the 15th of its kind in fiscal year 2024.

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 Ai-Pic

As a sponsor, we support the Aichi Prefecture Sports Federation of Special Needs Schools (23 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 “9th STI-Gigaku2024”

We participated in, sponsored, and donated to the 9th International Conference on “Science of Technology Innovation” (9th STI-Gigaku 2024), 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 FY2024, 10 “Best Research Presentation Award by Sumitomo Riko Company Limited” (Sumitomo Riko Award) were given to the best presentations to help promote students' efforts to achieve the SDGs.



STI-Gigaku 2024 group photo (November 2024)



Group photo of STI-Gigaku 2024 Sumitomo Riko Award Winners (November 2024)



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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 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 w



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.

On October 25, 2024, we sponsored the “Small Council of Social Welfare's Commitment Forum” organized by the Minamisanriku Town Council of Social Welfare. This forum was the culmination of the support projects for disaster victims after the Great East Japan Earthquake, and we looked back on our past activities and reported on the activities that the small Council of Social Welfare continued to stick to from the residents' viewpoint.



Support for the Chubu Philharmonic Orchestra

Sumitomo Riko has been supporting the Chubu Philharmonic Orchestra based in Komaki City, Aichi Prefecture, where our head office is located, since 2000. In 2024, the orchestra achieved its long-cherished goal of becoming a regular member of the Japan Orchestra Federation. The orchestra holds concerts in Komaki City, Aichi Prefecture and in Matsusaka City, Mie Prefecture, where our plants are located, to help promote arts and culture in local communities.



Contributing to Sustainable Community Development through Health Promotion

- Promoting Frailty Prevention

Based on the “Agreement on Comprehensive Cooperation for Promotion 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 Session” using our products and systems. Through this event, we are promoting awareness of frailty and helping residents aged 60 and older living in Komaki City to become more aware of their frailty.

Frailty is a state in which the body and cognitive functions weaken with age. Early detection and improvement of frailty can help prevent the need for nursing care in the future and extend the healthy life expectancy.

The “Citizen Measurer Training Course,” which began in FY2024, has trained 12 measurers. We awarded certificates to the first term of students.

In addition, we have introduced our Frailty Check system to Health Lab Komaki, a health promotion facility that opened in Komaki City in January 2025, and its permanent installation in the facility has made it possible for everyone to take the Frailty Check measurement without

having to wait for a measurement session.

We will continue to actively collaborate with local governments, universities, companies, and civic groups through our frailty business, aiming to create healthy and sustainable communities.



Cross-testing at Health Lab Komaki

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 the Matsusaka plant is located.

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. In fiscal year 2025, one employee was hired as an athlete employee.



Supporting “Mie Matsusaka Marathon 2024” as an Official Partner

The Matsusaka Plant of Sumitomo Riko has become an official partner of the “Mie Matsusaka Marathon 2024,” a marathon representing the Tokai area.

Aid stations where participants can enjoy Matsusaka's food culture and illumination of the tunnel are features of this event, contributing to tourism promotion and local revitalization.

Sumitomo Riko actively supports the operation of the marathon, with its employees participating as volunteers to clean up the course and offering its employee parking lots as a base for marathon participants. Sumitomo Riko will continue to contribute to the community development of Matsusaka City in coordination with sports.



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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



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, nonprofit organizations, and Sumitomo Riko.

In 2010, this program was launched in Komaki City, where the head office and Komaki Plant are located, in cooperation with the nonprofit organization Komaki Citizen's Activity Network, and in 2014 the scope was expanded to “Dream, Town, and People Development Grant in Kita-Owari.” Since 2020, in collaboration with the nonprofit organization Machinet Oguchi, we have been supporting citizen activities in five cities and two towns in Kita-Owari (Komaki City, Kasugai City, Iwakura City, Konan City, Inuyama City, Oguchi Town, and Fuso Town).

In 2012, in collaboration with M Bridge, a nonprofit organization in Matsusaka City, we started the same program for four cities and towns (Matsusaka City, Meiwa Town, Taki Town, and Odai Town) in the area surrounding our Matsusaka plant. Furthermore, in September 2016, in collaboration with the Ayabe Volunteer General Center, we began providing grants to citizen groups based in Ayabe City. And in FY2017, 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 with Machiterasu Seisakusho General Incorporated Association. In FY2024, we newly started subsidies in Ageo City, an area around the Saitama Plant, expanding the area covered by subsidies to five locations.

So far, a total of 222 organizations have received grants for 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, further increasing the scope of our support.

We will inform you of grant applications either from Sumitomo Riko or from the organizations with which we collaborate.



Support for the Project to Nurture Creators of a Sustainable Society

Sumitomo Riko is a co-sponsor of the “Project for the Development of Creators of a Sustainable Society” organized by Aichi Prefecture.

This project aims to further expand the activities of NPOs by promoting the SDGs (Sustainable Development Goals). In addition, companies and universities cooperate with NPOs to create a system to support local activities and develop human resources to build a sustainable society.

As a sponsor, Sumitomo Riko, in addition to introducing examples of its own initiatives, selects outstanding proposals through voting by prefectural residents in the “NPO Awards” and makes donations based on the results. In this way, we support the growth of NPOs and actively contribute to human resource development for the creation of a sustainable society.



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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 consisting of employees of the Sumitomo Riko Group. Throughout the year, the club participates in voluntary projects and those of external organizations, and also conducts volunteer activities for civic groups and other organizations.

As an information system to support volunteer activities, the “Social Good Activity Matching Site” has been established on the company website. The website lists volunteer activities planned by the company, clubs, and outside information-providing organizations, and matches them with employees.



General Incorporated Foundation “The Sumitomo Riko Attaka Fund”

The “Sumitomo Riko Attaka Fund” is a fund to support employees' financial volunteer work. The fund is open to direct employees of Sumitomo Riko and SumiRiko Creates, and has been expanded to SumiRiko Kyushu and SumiRiko Oita AE from the spring of 2025. Employees who register for the fund can donate up to 10 units of 100 yen each to the fund through payroll deductions. The company matches this donation with a matching gift to form the “Sumitomo Riko Attaka Fund.” This fund will support the “Sumitomo Riko Attaka Club” and will be used to support organizations working to solve social issues and humanitarian aid for disasters. The Fund has supported various projects and activities in the past, and from FY2021, it has been supporting the “Dream, Town, and People Building Grant” project, which supports organizations working to solve social issues in the regions where the Sumitomo Group has its bases. This foundation became a general incorporated foundation in November 2014.

Participation in the TABLE FOR TWO (TFT) Program

For every meal taken at the company cafeteria from the reduced-calorie menu to prevent obesity and lifestyle-related diseases, 20 yen will be donated to school meals for children in developing countries through TFT*. For every one meal consumed in developed countries, one meal is donated to a developing country. Sumitomo Riko endorses this activity and started it at Komaki Plant in 2015 as part of its employees' social contribution activities. The Matsusaka Plant and Fuji Susono Plant have since joined the program, and cafeterias at all three bases are now participating in the program. To date, a total of 1,130,300 yen and 56,515 meals (as of March 2025) have been delivered.



	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Amount of Money (yen)	38,020	68,560	83,380	98,980	114,160
Number of Meals	1,901	3,249	4,169	4,949	5,708

*Specific nonprofit corporation that began working in Japan in 2007 to eliminate food inequalities in the world.

Participation in Onigiri (rice ball) Action

Sumitomo Riko has sponsored Onigiri Action 2024 and held an in-house Onigiri Action event for the first time. Onigiri Action is an initiative to provide school lunches to children in Africa and Asia through TABLE FOR TWO by donating the equivalent of five school lunches (100 yen) per photo posted on SNS or a special website. On October 18, World Food Day, an onigiri (rice ball) photo session was held at the Komaki Plant, and a total of 268 photos (for 1,340 meals) were collected.

In addition, we were recognized as a "Silver Partner" and received a letter of appreciation for our support in fiscal 2024.



Chocolate Donation

Chocolate Donation is a winter-only fundraising campaign conducted by JIM-NET, Japan Iraq Medical Support Network. Sumitomo Riko Attaka Club has been participating in the Chocolate Fundraising Campaign since 2016, and this year marks the 9th year. This year, we newly participated in the "COFFEE Donation". These donations are used for activities such as Iraqi child cancer support, operation of a comprehensive support facility for child cancer (JIM-NET House), support for Syrian refugees, and medical checkups to protect children in Fukushima from radiation.



Marathon Volunteer

Fourteen employees of Sumitomo Riko participated in the Marathon Festival Nagoya-Aichi 2025 held on March 9, 2025 as volunteers. Approximately 28,000 runners participated in this year's event. While the runners ran through the streets of Nagoya with various thoughts and feelings in their hearts, we supported the event management as volunteers who organized the course at the 13.5 km point.



Donation of Goods

We started collecting used books, CDs, DVDs, etc. from our employees and donating them to the "Continuous Employment Support Type A Business: Honno Kimochi (It's just something small)" in February 2025. In addition to providing employment support through the sorting of donated items, the entire selling amount is donated to the "Japan Committee for Vaccines for the World's Children, an authorized NPO," thereby contributing to vaccine support for children around the world.



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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Employees, Local Communities



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

Sumitomo Riko conducts activities suited to each country based on its philosophy of social contribution and activity policy at its global overseas bases.

Initiatives of the Employee Volunteer Program "Social Energy SumiRiko" at SRK-P, Poland

SumiRiko Poland Sp. z o.o. (SRK-P) has been conducting the employee volunteer activity "Social Energy SumiRiko" (Spoleczna Energia Sumiriko) since 2011 with the aim of employee participation in social contribution activities. This program aims to support employees who are engaged in volunteer activities in various fields in the community, and provides financial support for projects planned and formulated by employees in cooperation with schools, welfare facilities, NGOs, and other organizations, after internal selection by SRK-P.

In FY2024, we aimed to promote projects that contribute to solving issues in local communities and the SDGs. A total of six projects were implemented by 49 employees of Wolbrom Plant, including the maintenance of an outdoor terrace at the hospice, a herb cultivation experience v



the purpose of learning about biodiversity, the installation of flower beds at a kindergarten, and a workshop on responsible consumption for young people. At the Zagorz Plant, 46 volunteers participated in six projects, including a disaster drill with the village fire brigade, a workshop on traditional preserved local cuisine, a workshop on mental health for high school students, training on first aid and AED (automated external defibrillator) use, and a generational exchange event at the welfare center. In addition, we also actively participate in supporting areas affected by flooding and animal shelters, with a total of 407 employees at two locations participating in volunteer activities in fiscal 2024.



In 2025, SRK-P plans to collaborate with the Olkusz Youth Volunteer Center to create opportunities for even more employees to participate in volunteer activities. SRK-P will continue its community-based social contribution activities with the aim of becoming a company for which the local community values its presence.



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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, a special committee consisting solely of outside directors and outside Audit & Supervisory Boards will be established to discuss and review any important transactions or actions that may cause conflicts of interest between the parent company and minority shareholders in order to maintain a sound relationship with the pa



company in consideration of the common interests of shareholders.

[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](#)

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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 and Senior Managing Executive Officer Shinichi Waku	○	○	○			
Director and Senior Managing Executive Officer Hideo Yamane	○			○	○	○
Director and Senior Managing Executive Officer Hideyoshi Yasuda	○		○			○
Director and Managing Executive Officer Katsuhisa Yano	○	○	○			

Outside Director Masaaki Iritani	○				○	
Outside Director Mariko Miyagi	○					○
Outside Director Kiyotaka Ise	○	○	○			
Audit & Supervisory Board Member Hirohisa Maeda	○			○	○	
Audit & Supervisory Board Member Takanobu Nanno	○	○	○			
Outside Audit & Supervisory Board Member Hakaru Hyakushima	○			○	○	
Outside Audit & Supervisory Board Member Tatsuko Koike	○				○	○
Outside Audit & Supervisory Board Member Reiko Matsuda	○			○		○

Note: "Manufacturing and MONOZUKURI" includes expertise in environmental sustainability, including environmental conservation and climate change response.

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.

Furthermore, to ensure transparency and fairness in the selection and dismissal process, the following criteria have been established.

Selection Criteria for Directors in General

- ① The Director must have a deep understanding of the "Sumitomo Spirit," the "Sumitomo Riko Group Management Philosophy," and the "S.E.C.Q.," which is the basis of the Group's business operations, and must have the qualities and abilities to contribute to the medium- to long-term and sustainable enhancement of the Group's corporate value, based on the management strategies, business characteristics, etc. of the Group.
- ② The director must have physical and mental health that will not significantly hinder the performance of his/her duties as a director.
- ③ The director must possess excellent character, dignity, ethics, and integrity (sincerity, seriousness and integrity)
- ④ The director must have experience in a leadership role, abundant practical experience, and an outstanding managerial record.
- ⑤ The director must possess rich managerial knowledge, and have excellent leadership, objective judgment, logical thinking, insight, foresight, and communication skills.
- ⑥ The director must not have any interests that would influence the execution of his/her duties as a director.
- ⑦ The director must not fall under any of the disqualifications for directors as stipulated in Article 331, Paragraph 1 of the Companies Act.
- ⑧ The director must possess the other qualities required of directors from the standpoint of corporate governance.

Selection Criteria for Non-Outside Directors

①The director must possess a wealth of knowledge, ability, expertise, experience, and track record in business and operations, and be able to make decisions based on a bird's-eye view of not only his or her own area of jurisdiction and responsibility but also the overall operations of the Group.

Selection Criteria for Outside Directors

- ①The outside director must have high level of knowledge and extensive experience, as well as knowledge of the Group's medium-term management issues, etc.
- ②The outside director must be able to provide appropriate advice and recommendations from an independent and objective standpoint in a fair and transparent manner to the Board of Directors in its decision-making process.
- ③The outside director must have the ability to monitor and supervise management from an independent and objective standpoint through the selection and dismissal of officers and other important decisions of the board of directors.
- ④The outside director must be able to monitor and supervise conflicts of interest between the Company and its management, controlling shareholders, etc., from an independent and objective standpoint.
- ⑤The outside director must have the ability to reflect the opinions, expectations, etc. of minority shareholders and other stakeholders in the Board of Directors from an independent and objective standpoint, particularly in light of the fact that the Company is a listed subsidiary.

Dismissal Criteria for Directors in General

- ①In the event of serious violation of laws and regulations, the Articles of Incorporation, public order and morals, or misconduct, etc.
- ②In the event of negligence of duty as a director or damage to the corporate value of the Company's group.
- ③When it becomes difficult for a director to continue his/her duties as a director due to health reasons, etc.
- ④If a director becomes subject to any of the disqualification grounds for directors stipulated in Article 331, Paragraph 1 of the Companies Act or other relevant laws and regulations.
- ⑤Other cases in which the director is not recognized as having the qualities specified in the appointment criteria.

The Ideal Image of a President

In order to ensure transparency and fairness in the process of selecting the President, our company has defined the "ideal President" and clarified the necessary qualifications. These will be evaluated through annual reviews and updated as needed.

The Ideal Image of a President

- ①A person who truly embodies the Sumitomo Spirit, looks to the future, and, under a clear vision, focuses on improving the wellbeing of employees who work together with us, creates new social value by simultaneously improving both the corporate value and the public value of our Group.
- ②A leader who will lead the entire Sumitomo Riko Group into the future while maintaining high ethical standards, taking on challenges boldly, adapting quickly to change, and collaborating with diverse stakeholders, while preserving the sound corporate culture of the Group and being innovative and free from preconceived ideas.

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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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 Senior 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.

 Up 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 training at the time of hiring and for all levels of employees, from general employees to executives. Regarding important laws and regulations such as competition law and anti-corruption law, we conduct annual training for executives and employees of group companies around the world that corresponds to local conditions, and all executives and employees at each base around the world have taken the training. In addition, our Sumitomo Riko Group holds an annual workplace compliance meeting at all workplaces. By planning our own content based on the risks at each workplace, we contribute to fostering compliance awareness among each and every employee.

***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.

Related information [Governance Performance Data](#)

Related information [Compliance with Environmental Laws and Regulations](#)

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.

***Bad News First & Thanks**

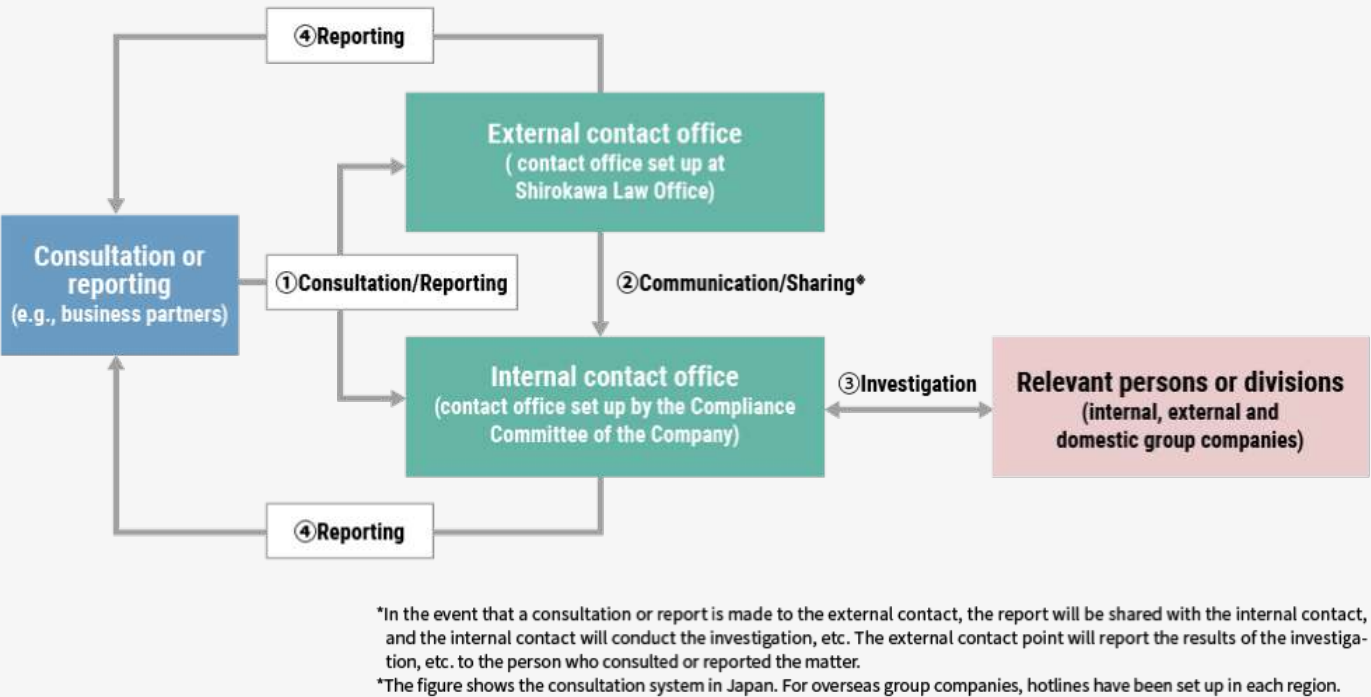
The Sumitomo Riko Group's slogan means that managerial personnel and managers should feel free to report bad news first and not fear repercussions because management and executives should appreciate swift reporting of bad news. In light of lessons learned from the problem at the Matsusaka Plant after-mentioned,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

Compliance Consultation and Reporting Contact Points

The Compliance Committee has established a contact point at a law firm and within the Company to receive internal reports from the Company and domestic Group companies, and a global hotline as a contact point for overseas Group companies. In addition, we have established a contact

point on our website that can be used by people outside the Company, such as our business partners. Whistleblowers will not suffer any disadvantages as a result of reporting.

Related information [Compliance Consultation and Reporting Service](#)



The figure below shows the number of reports received by the Compliance Consultation and Reporting Service. All reports are investigated promptly and carefully, while protecting the personal information and confidentiality of the informant. If a compliance violation or a serious situation that could be a breeding ground for such a violation is found, necessary corrective measures are taken to ensure that the situation is corrected.

	FY2022	FY2023	FY2024
Number of cases	32	42	49

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.

Related information [Governance Performance Data](#)

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.

The Sumitomo Riko Group accepts reports of corrupt acts or the threat of corrupt acts at the Compliance Consultation and Reporting Service mentioned above and has established a system that can promptly respond to any reports made. To date, there have been no reports of serious corrupt acts that could affect the continuation of business.

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Risk Management

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Basic Approach and System of Risk Management

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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
 Transactions and legal	Violation of antitrust laws, unauthorized trade, bankruptcy of business partners, violation of subcontracting acts, contract troubles, failure to comply with trade regulations, etc.

Society and economy	Soaring prices of raw materials and crude oil, changing customer needs, fluctuation of interest rate, exchange rate and stock price, etc.
Natural phenomenon	Earthquakes, wind and flood damage, lightning strikes, land subsidence, etc.
Politics	War, terrorism, riots, stricter regulations, antisocial forces, etc.
Technology	Delay in technological innovation, technology obsolescence, etc.
Management and internal control	Insider trading, Non-disclosure of important material facts, tax evasion/underreporting, failure of business strategy, public relations failure, intellectual property infringement, shareholder derivative suits, etc.
Finance	Fictitious accounting, insufficient funds, etc.
Products	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.
Employment	Human resource outflows/excesses/shortages, moral degeneration, harassment, illegal employment, scandals, labor-management problems/strikes, etc.
Information	Prolonged system outages, cyber-attacks, information leaks, etc.
Environmental problems	Pollutant leakage, noise/vibration, illegal dumping, violation of environmental laws and regulations, etc.
Safety and health	Injury/disease/mental health of employees, traffic accidents, novel influenza, etc.
Facilities and equipment	Fire/explosion, equipment accident, theft/vandalism, trespassing, etc.
Human rights	Violation of human rights laws and regulations, etc.

Related information

[Framework of Risk Management and Risk Management Cycle](#)

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

Business Continuity

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 Headquarters in 2010, the formulation has now been completed at all domestic bases, including 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". Thus, we are working to expand our crisis management system to include the spread of new infectious diseases in addition to existing infectious diseases.

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.

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 response to the EU General Data Protection Regulation (GDPR) and other trends of strengthening regulations worldwide, we are working on measures to review legal systems in each country and region, and are strengthening personal information management systems throughout the Group.

Related information

[Personal Information Protection Policy](#)

Information Security

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.

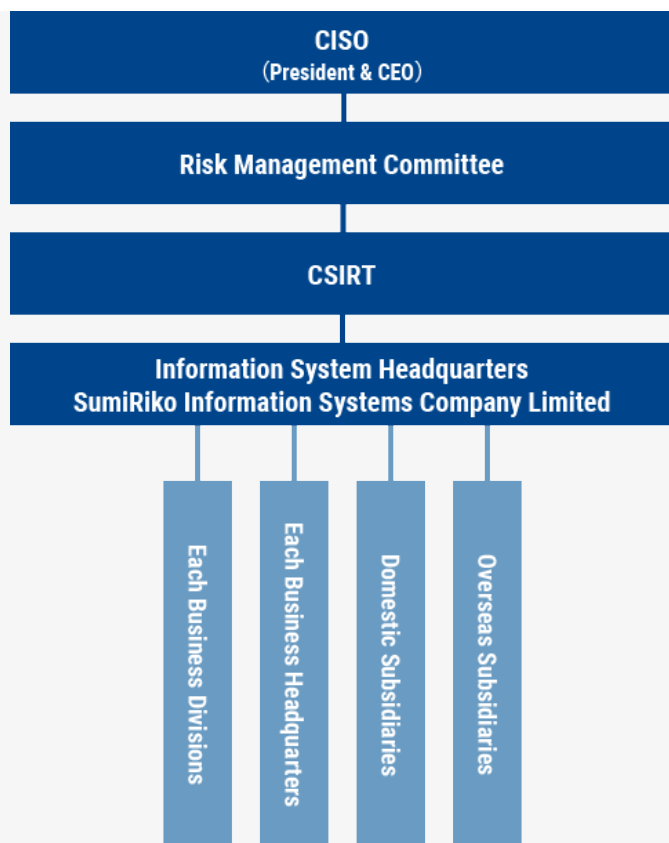
3. Information Security Education

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.

*Computer Security Incident Response Team

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/Factory Security Training (group education, e-learning, etc.) and targeted e-mail training
- Vulnerability assessment of critical systems
- Training on how to respond to security incidents

Confidential Information Management

In order to properly manage, protect, and utilize confidential information, as well as to prevent unauthorized acquisition, use, or leakage of confidential information from other companies, the Sumitomo Riko Group formulates management methods according to the level of importance and conducts ongoing internal educational activities.

We also strive to implement preventative measures and strengthen our response in the event of a leakage.

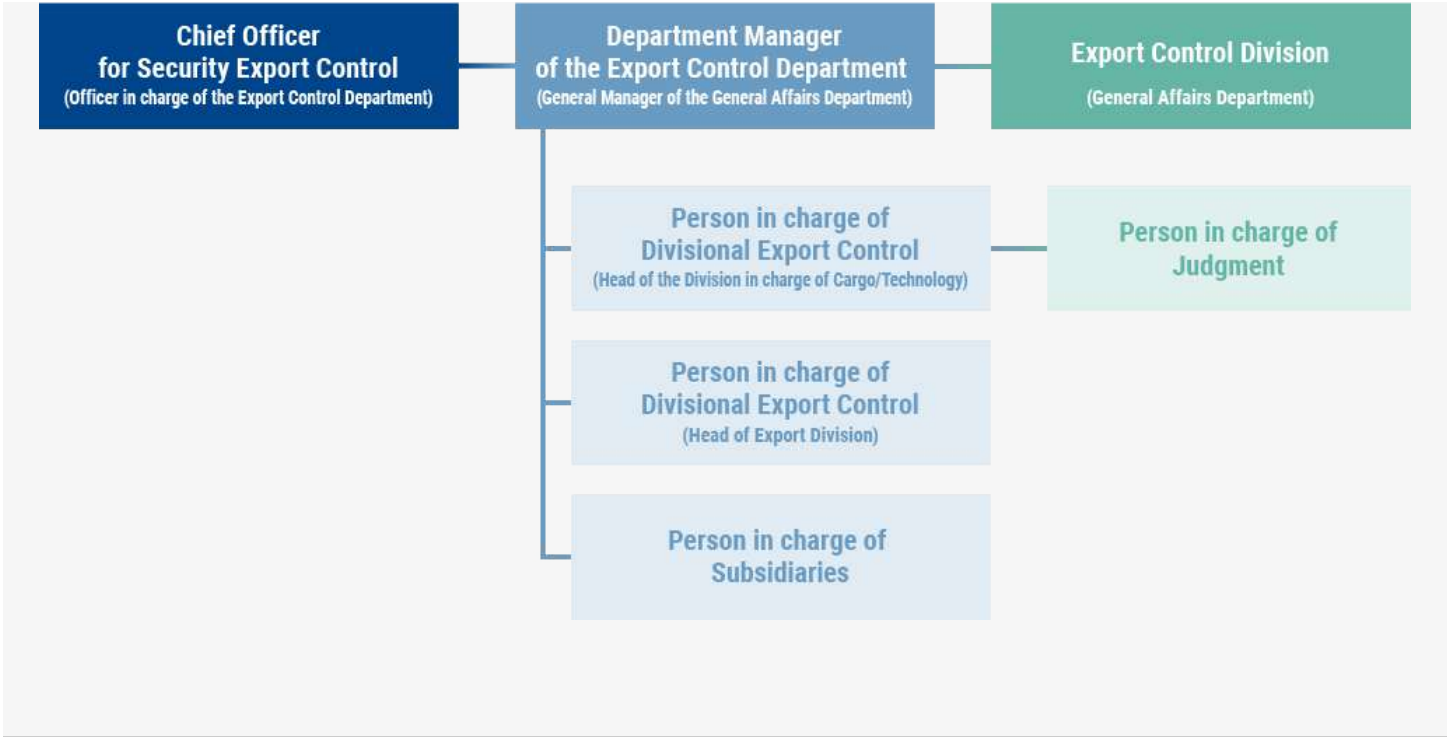
Security Export Control

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 each division within the company, regular training based on the latest case studies is conducted to build awareness and acquire knowledge of security export control. 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



SUMITOMO RIKO

Global
Headquarters

JP Tower Nagoya 1-1-1, Meieki, Nakamura-ku, Nagoya-shi,
Aichi 450-6316, Japan
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Environmental Performance Data

ESG Data Collection

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Environmental Performance Data (FY2024)

*The quantitative data on greenhouse gas (GHG) emissions and energy consumption presented in this section is assured by a third-party organization.

Related information

[Third Party Assurance Report](#) 

Material Balance of Sumitomo Riko Group





*1 Scope of Energy Consumption Data: Sumitomo Riko, 12 domestic companies, and 42 overseas companies in the Sumitomo Riko Group

*2 Scope of Raw Material Input Data: Sumitomo Riko and major consolidated subsidiaries

Environmental Performance Data by Region

Item	Unit	Japan	Americas	Europe	China	Asia	Total	Related Pages
Energy Consumption	million GJ	1.70	1.52	0.62	1.12	0.78	5.74	Responding to Climate Change
GHG Emissions	thousand t-CO ₂ eq	87.9	64.3	15.7	63.0	50.0	280.9	
Waste Generation	thousand t	8.1	9.5	4.7	2.1	2.3	26.6	Contributing to a Resource-Recycling Society
Water Consumption	million m ³	1.38	0.42	0.78	0.59	0.44	3.62	Responding to Water Risks

*The scope of aggregation includes Sumitomo Riko and its major consolidated subsidiaries. For the aggregation scope of Energy Consumption and GHG Emissions, please refer to the [Response to Climate Change](#).

Breakdown of Energy Consumption by Sumitomo Riko Group

Energy Type	Consumption (TJ)
Electricity	4,040
City Gas/Piped Natural Gas	1,193
LNG	63
LPG	152
Propane Gas	5
Class A Fuel Oil (LFO-Equivalent)	0.4
Class C Fuel Oil (HFO-Equivalent)	0.4
Diesel Fuel	13
Gasoline	1
Steam	270
Chilled Water	1
Hot Water	1
Total	5,739

GHG Emissions in Scope 1, 2, and 3

Breakdown of GHG Emissions			FY 2024	Calculation Method
Scope 1	Scope 1 total		75	Energy Consumption by Type x Emission Factor ^{*1}
Scope 2	Scope 2 total	Market-Based	206	Energy Consumption by Type x Emission Factor ^{*1 and 2}
		Location-Based	224	
Scope 3	Category 1	Purchased Goods and Services	1,637	Procurement Amount by Raw Material Type (Weight) x Emission Factor (Average Data) ^{*3} Procurement Amount by Component Type (Value) x Emission Factor (Data Collected from Suppliers)
	Category 2	Capital Goods	114	Capital Expenditure Amount x Emission Factor per Capital Good Price (Average Data) ^{*4}
	Category 3	Fuel- and Energy-Related Activities Not Included in Scope 1 and 2	77	Energy Consumption by Type x Emission Factor (Average Data) ^{*3}
	Category 4	Upstream Transportation and Distribution	30	Activity Amount by Mode of Transport (Ton-Kilometers) x Emission Factor (Average Data) ^{*4}
	Category 5	Waste Generated in Operations	7	Weight of Waste by Treatment Method x Emission Factor (Average Data) ^{*4}
	Category 6	Business Travel	3	Number of Employees x Emission Factor (Average Data) ^{*4}
	Category 7	Employee Commuting	12	Number of Employees x Number of Working Days x Emission Factor by Working Style/Urban Area (Average Data) ^{*4}
	Category 8	Upstream Leased Assets	0	(Emissions from leased assets are included in scope 1 and 2)

	Category 9	Downstream Transportation and Distribution	1	Volume of Products Shipped Where the Company Is Not the Shipper (Value) × Emission Factor (Company Scenario)
	Category 10	Processing of Sold Products	81	Volume of Products Shipped (Value) × Emission Factor (Company Scenario)
	Category 11	Use of Sold Products	1,031	Weight of Products × Emission Factor by Automotive Power Source ^{*5}
	Category 12	End-of-life Treatment of Sold Products	7	Weight of Products × Emission Factor by Waste Type (Average Data) ^{*4}
	Category 13	Downstream Leased Assets	0	(No Applicable Leased Assets)
	Category 14	Franchises	—	(No Franchise Operations)
	Category 15	Investments	—	(No Investment or Financial Activities)
	Scope 3 total		3,000	
Total (Scope 1+2+3)			3,281	

(thousand t-CO₂eq)

GHG emissions were calculated based on the following:

^{*1} *Act on Promotion of Global Warming Countermeasures (Global Warming Prevention Act)*, Ministry of the Environment, Japan; *Act on the Rational Use of Energy (Energy Conservation Act)*, Ministry of Economy, Trade and Industry, Japan.

^{*2} *Emission Factors 2023*, International Energy Agency (IEA)

^{*3} *LCI Database IDEA v3.4*, National Institute of Advanced Industrial Science and Technology (AIST)

^{*4} *Emission Factor Database for Calculating Greenhouse Gas Emissions of Organizations through Supply Chains (Ver. 3.4)*, Ministry of the Environment, Japan

^{*5} *JAPIA LCI Calculation Guidelines, Second Edition*, Japan Auto Parts Industries Association (JAPIA)

Environmental Investments

Investment in Environmental Conservation			Economic Benefits (million yen)	Environmental Conservation Effects
Item	Key Aspects	(million yen)		
Regional Environmental Conservation	Air and Water Quality Measures, etc.	35	—	Pollutant Emission Reduction
Global Environmental Conservation	Global Warming Mitigation, etc.	136	69*	Reduction of GHG Emissions
Total		171	69	

* Economic Benefits = Reduction in GHG Emissions due to Reduction Initiatives × Average GHG Unit Price Calculated from Energy Costs

Environmental Data of Each Plant

Komaki Plant

Measurement Item			Unit	Regulatory Standard	Actual Performance Values		
					Maximum Value	Minimum Value	Average Value
Air Quality		Soot and Dust	g/Nm ³	0.05	<0.004	<0.004	<0.004

(Main Facilities)	Boiler Exhaust Gas	Sulfur Oxides	K-value	9.0	<0.02	<0.02	<0.02
		Nitrogen Oxide*	ppm	600	100	42	78
Water Quality	Discharged Water	pH (Hydrogen Ion Concentration)	—	5.8～8.6	7.6	6.9	7.4
		BOD (Biochemical Oxygen Demand)	mg/L	25	4.2	1.3	3.0
		Suspended Solids	mg/L	30	11	3	5
		n-Hexane Extracted Substances	mg/L	5	<1	<1	<1
Amount of PRTR Substances (Release/Transferred)			t/Year	—	(140/9)		

Applicable Laws: Air Pollution Control Act, Water Pollution Control Act, Aichi Prefecture Ordinance

* The nitrogen oxides (NOx) concentration regulation value has been modified to include data from the cogeneration system.

Matsusaka Plant

Measurement Item			Unit	Regulatory Standard	Actual Performance Values		
					Maximum Value	Minimum Value	Average Value
Air Quality (Main facilities)	Boiler Exhaust Gas	Soot and Dust	g/Nm ³	0.10	<0.005	<0.005	<0.005
		Nitrogen Oxide	ppm	150	40	18	29
Water Quality	Discharged Water	pH (Hydrogen Ion Concentration)	—	5.8~8.6	7.5	6.9	7.1
		BOD (Biochemical Oxygen Demand)	mg/L	130	43	3	20
		Suspended Solids	mg/L	130	8	1	4
		n-Hexane Extracted Substances	mg/L	5	3	1	2
Amount of PRTR Substances (Release/Transferred)			t/Year	—	(121/21)		

Applicable Laws: Air Pollution Control Act, Water Pollution Control Act, Mie Prefecture Ordinance

Fuji-Susono Plant

Measurement Item	Unit	Regulatory Standard	Actual Performance Values
Amount of PRTR Substances (Release/Transferred)	t/Year	—	(0.0/0.5)

Applicable Laws: Air Pollution Control Act, Water Pollution Control Act, Shizuoka Prefecture Ordinance

Saitama Plant

There are no emission facilities subject to the Air Pollution Control Law or the Water Pollution Control Law, and there are no emissions or transfers of PRTR substances.

ISO 14001 Certification Status (List of Certified Companies)

Country of Location	Company Name	Certification Status
	Sumitomo Riko Company Limited	✓
	SumiRiko Yamagata Company Limited	Under planning

Japan	Tokai Chemical Industries, Ltd.	✓
	Sumitomo Riko Hosetex, Ltd.	✓
	SumiRiko Metex Company Limited	✓
	SumiRiko Engineering Company Limited	✓
	SumiRiko Creates Company Limited	✓
	SumiRiko Logitech Company Limited	✓
	SumiRiko Information Systems Company Limited	✓
	SumiRiko Oita Advanced Elastomer Company Limited	✓
	SumiRiko Kyushu Company Limited	✓
	Tokai Chemical Kyushu, Ltd.	✓
Americas	SumiRiko Ohio, Inc.	✓
	SumiRiko Tennessee, Inc.	✓
Mexico	S-Riko Automotive Hose de Chihuahua, S.A.P.I. de C.V.	✓
	S-Riko de Querétaro, S.A.P.I. de C.V.	✓
Brazil	SumiRiko do Brasil Indústria de Borrachas Ltda.	✓
	S Riko Automotive Hose do Brasil Ltda.	✓
	S Riko Automotive Hose Tecalon Brasil S.A.	✓
Poland	SumiRiko Poland Sp. z o.o.	✓
	SumiRiko Automotive Hose Poland Sp. z o.o.	✓
Germany	SumiRiko AVS Germany GmbH	✓
Czech Republic	SumiRiko AVS Czech s.r.o.	✓
France	SumiRiko Rubber Compounding France S.A.S.	✓
	SumiRiko SD France S.A.S.	✓
Romania	SumiRiko AVS Romania SRL	✓
Italy	SumiRiko Italy S.p.A.	✓
Spain	SumiRiko AVS Spain S.A.U.	✓
Turkey	SumiRiko Hose Otomotiv Sanayi Ticaret ve Pazarlama Limited Şirketi	✓
Tunisia	SumiRiko Automotive Hose Tunisia Sarl	✓
	SumiRiko Metal Tube Tunisia Sarl	✓
China	SumiRiko Automotive Dalian Co., Ltd.	✓
	SumiRiko Automotive (Tianjin) Co., Ltd.	✓
	Tokai Chemical (Tianjin) Auto Parts Co., Ltd.	✓
	Huanyu SumiRiko Automotive (Tianjin) Co., Ltd.	✓
	SumiRiko Automotive Suzhou Co., Ltd.	✓
	TRFH Co., Ltd.	✓
	SumiRiko TIP Automotive Parts (Shanghai) Co., Ltd.	✓
	SumiRiko Automotive (Jiaxing) Co., Ltd.	✓
	SumiRiko Automotive (Guangzhou) Co., Ltd.	✓
	SumiRiko Automotive (Dongguan) Co., Ltd.	✓
	SumiRiko Imperial Rubber India Pvt. Ltd.	✓

India	SumiRiko Auto Parts India Pvt. Ltd.	✓
	SumiRiko Imperial Hydraulics India Pvt. Ltd.	Under planning
Vietnam	SumiRiko Hose Vietnam Co., Ltd.	✓
	SumiRiko Vietnam Co., Ltd.	✓
Thailand	SumiRiko Eastern Rubber (Thailand) Ltd.	✓
	Inoac Tokai (Thailand) Co., Ltd.	✓
	SumiRiko Rubber Compounding (Thailand) Ltd.	✓
	SumiRiko Chemical and Plastic Products (Thailand) Ltd.	✓
	SumiRiko Fine Elastomer (Thailand) Ltd.	✓
Indonesia	PT. Tokai Rubber Indonesia	✓
	PT. Tokai Rubber Auto Hose Indonesia	✓

*This table is as of the end of March 2025.



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Social Performance Data (FY2024)

Number of employees (FY2024)

Item		Number of employees	Number of Temporary employees	Temporary staffing	Total Number of employees
Domestic total (persons)		5,252	1,123	1,394	7,769
Overseas total (persons)		20,365	1,134	2,141	23,640
	Americas	6,065	553	1	6,619
	Asia	10,386	409	1,747	12,542
	Europe	3,274	13	245	3,532
	Other	640	159	148	947
Sumitomo Riko Group total (persons)		25,617	2,257	3,535	31,409

Employee Composition by Age Group



Item	FY 2022		FY 2023		FY 2024	
	Male	Female	Male	Female	Male	Female
Under 30 years old (persons)	446	128	514	148	463	149
30 to 39 years old (persons)	810	163	818	159	814	160
40 to 49 years old (persons)	863	222	858	221	853	204
50 to 59 years old (persons)	949	94	850	92	924	141
60 years old or older (persons)	5	0	0	0	5	0
Total (persons)	3,073	607	3,040	620	3,059	654

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

New Hires and Leavers

Item	FY 2022		FY 2023		FY 2024	
	Male	Female	Male	Female	Male	Female
Number of New Hires (persons)	102	20	125	30	179	42
Percentage of New Hires (%)	3.3%	3.3%	4.1%	4.8%	5.9%	6.4%
Number of employees leaving for personal reasons (people)	89	22	88	26	64	22
Ratio of employees leaving for personal reasons (%)	2.9%	3.6%	2.9%	3.5%	2.1%	3.4%

*The figures are for Sumitomo Riko alone.

Mid-Career Recruitment Rate

Item	FY 2022	FY 2023	FY 2024
Mid-Career Recruitment Rate (%)	49	30	31

*The figures are for Sumitomo Riko alone.

Ratio of Female Managers

Item	FY 2022	FY 2023	FY 2024
Sumitomo Riko	8 persons	7 persons	13 persons
	1.4%	1.3%	2.3%
Global (including consolidated companies)	41 persons	249 persons	250 persons
	9.3%	14.7%	14.7%

*Number of key personnel for Sumitomo Riko. As for Global, General Managers and above in FY2021 and FY2022, and Section Managers and above in FY2023 and thereafter.

Employment Rate of People with Disabilities

Item	FY 2022	FY 2023	FY 2024
Percentage of employees with disabilities (%)	2.66	2.70	2.77

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

Annual paid leave

Item	FY 2022	FY 2023	FY 2024
Average annual number of days of paid leave (days)	16.0	16.4	15.8

*Figures are for Sumitomo Riko only

Total Labor Hours

Item	FY 2022	FY 2023	FY 2024
Total Labor Hours (average per capita)	1,964	1,980	1,982

*Figures are for Sumitomo Riko only

Differences in wages between male and female workers

Item	FY 2024		
	Regular workers	Non-regular workers	All workers
Sumitomo Riko	65.9%	70.2%	65.0%

Status of System Utilization

Support for Childcare

Program	FY 2022	FY 2023	FY 2024
On-Site Daycare Center (persons)	37	34	26
Percentage of employees taking childcare leave, etc.	Male:21%	Male:50%	Male:68%
	Female:100%	Female:100%	Female:100%
Percentage of employees taking childcare leave, etc. and leave for childcare purposes	Male:87%	Male:85%	Male:88%
	Female:100%	Female:100%	Female:100%
Shortened Working Hours / Shorter-Hours Flextime (persons)	68	66	75
Flextime for childcare (persons)	71	57	54
Child nursing leave (persons)	26	32	26
Childcare incentive leave (persons)	43	39	42

*For "Percentage of employees taking childcare leave, etc." and "Percentage of employees taking childcare leave, etc. and leave for childcare purposes," the subjects are direct employees of Sumitomo Riko (including those seconded to other companies).
The figures other than the above exclude employees on secondment to other companies.

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

Item	FY 2022	FY 2023	FY 2024
Nursing Care Leave (persons)	4	4	5
Shortened Working Hours and Shorter-Hours Flextime (persons)	5	4	3
Short-term nursing care leave (persons)	4	7	11
Nursing Care Flextime (persons)	3	3	2

*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 2022	FY 2023	FY 2024
Number of Union Members/Total Number of Employees (people)	2,927/3,680	2,924/3,661	2,965/3,713

*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 (FY2024)

Item	Basic and Regular Training	Training by Job Level	Training by Needs	Total
Number of Participants (persons)	69	2,191	185	2,445

*Data covers Sumitomo Riko and domestic group companies.

Training Hours

Item	FY 2022	FY 2023	FY 2024
Hours of training per employee (hours)	5.4	8.2	9.0

*This figure is for Sumitomo Riko. (Calculated as total training hours per year divided by the number of non-consolidated employees of Sumitomo Riko as of the end of the relevant fiscal year)

Social Contribution Expenditure

Item	FY 2022	FY 2023	FY 2024
Total Expenditures (million yen)	54	67	222
Of which, total amount Donations (million yen)	40	49	83

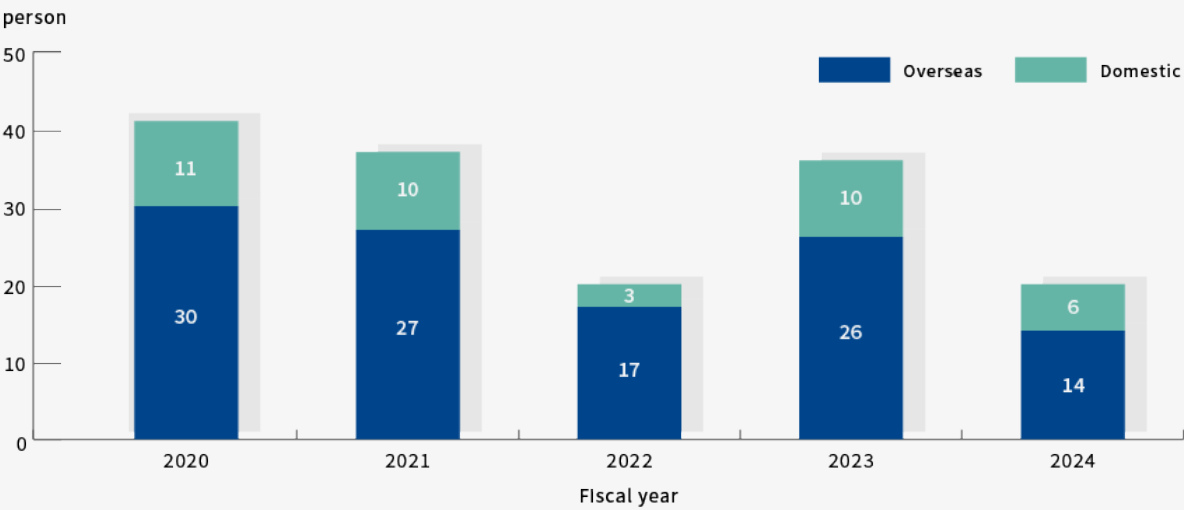
*Data for FY2022 and FY2023 are for Sumitomo Riko on a non-consolidated basis.
*Data for FY2024 are for the Sumitomo Riko Group (consolidated).

Occupational Accident Occurrence

Item		FY 2022	FY 2023	FY 2024
Number of serious accidents	Domestic Group	0	0	0
	Overseas Group	0	0	0
	Total	0	0	0
Number of lost time accident	Domestic Group	0	0	3
	Overseas Group	2	3	3
	Total	2	3	6

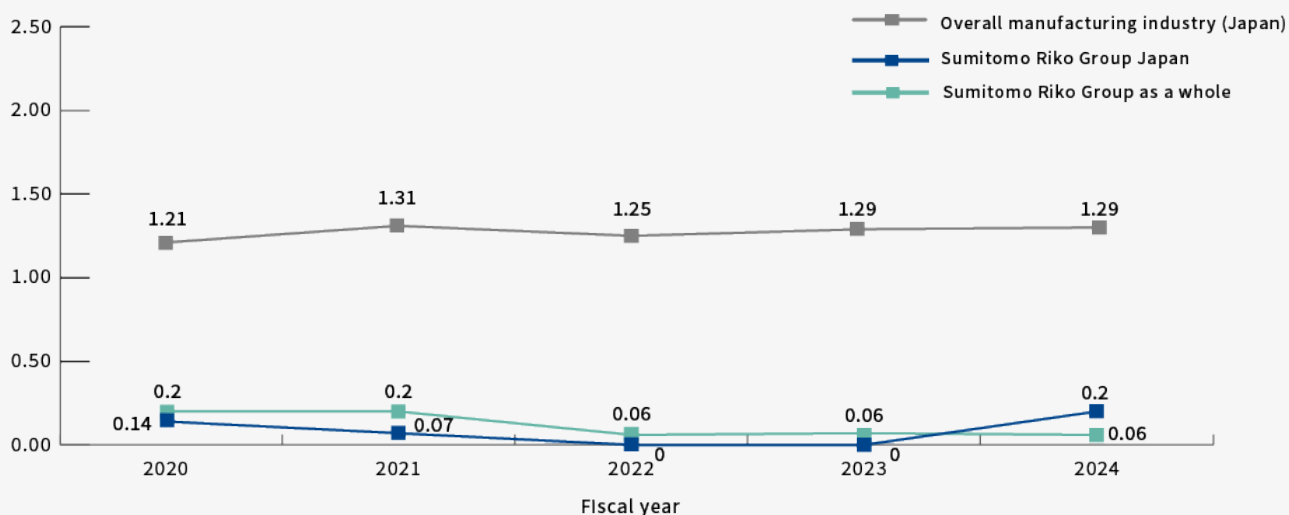
*Serious Occupational Accidents: Fatal Accidents are covered.

Number of Workers injured in Industrial Accidents



Frequency Rate of Lost Worktime due to Industrial accidents

Persons per 1 million hours



*Lost worktime 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 2022 Results	FY 2023 Results	FY 2024 Results	FY 2025 Targets
Presenteeism ^{*1*4}	-	-	77.4%	80%
Absenteeism -Rate of days lost from work due to illness (overall) ^{*2*4}	0.65	0.59	0.72	0.45
Absenteeism -Rate of days lost from work due to illness (for mental health reasons) ^{*2}	0.46	0.46	0.57	0.27
Percentage of those who took leave due to mental illness (for one month or longer)	1.3%	1.3%	1.1%	Less than 1%
Work engagement ^{*3*4}	2.26	2.32	2.38	2.5
Percentage of high-stress workplaces (overall health risk 120 or more)	8.1%	8.2%	4.5%	Less than 2%
Percentage of high-stress workplaces (overall health risk 150 or more)	1.2%	0.8%	0.7%	0%
Percentage of employees maintaining an appropriate weight (BMI 18.5–24.9)	66.1%	66.5%	65.6%	70.0%
Percentage of those who are at risk of hypertension (systolic blood pressure of 160mmHg or higher)	2.9%	2.3%	1.7%	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%	0.4%	0.5%
Percentage of those who are at risk of low liver function (AST or ALT of 100 or more)	1.3%	1.4%	1.2%	1.0%
Percentage of those who smoke	28.9%	27.8%	27.4%	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%	25.2%	30% or more

Skipping breakfast (percentage of those who skip breakfast less than three times a week)	75.9%	75.9%	75.3%	80%
Sleep (percentage of those who get enough sleep)	64.3%	65.2%	63.2%	70%
Alcohol consumption (percentage of those who drink less than 1 standard drink per day)	64.2%	67.2%	58.1%	70%
Those to whom three or more of the five items above apply*4*5	70.5%	70.2%	67.3%	75%
Those to whom four or more of the five items above apply	35.5%	36.8%	32.6%	40%
Those to whom five of the five items above apply	6.7%	7.1%	6.1%	8.0%
Percentage of registrations for the health promotion apps (Pep Up)	33.2%	35.3%	36.5%	45%
Number of participants in training on health improvement	3,266	5,098	5,291	3,000 or more
Rate of participation in walking events	14.6%	14.1%	18.2%	20%
Response rate of stress checks	94.2%	96%	97.3%	95%
Rate of regular health checkups gotten	100%	100%	100%	100%
Rate of colorectal cancer screening tests taken	-	85%	84%	85%
Examination rate for those who need retesting	-	87.4%	87.7%	80%
Rate of employees receiving health guidance	-	80.6%	93.9%	80%

*1 Presenteeism...measured by SPQ (University of Tokyo 1-item version) FY2025 results: 78.2% (survey began in FY2024)

*2 Absenteeism...Rate of days away from work due to illness [%]=Number of days away from work due to illness [days]/(Average number of employees [persons] x Prescribed working days [days])

*3 Work engagement...Calculated as the average of two items related to pride and vitality at work on a 4-point scale.

*4 Presenteeism and work engagement...3,983 persons measured, response rate 97.3% (FY2025)

Absenteeism...3,924 persons measured, 100% response rate (FY2024)

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

Related information [Health Management Initiatives](#)

Investment Amount in Employee Health

Items Invested in/Details		Cost Estimate*
Health Investment Implementation System	Health Care System Maintenance	1,200
	Health Checkups	60,000
	Stress Checks	2,400
	Support for Employees Traveling Overseas	10,000
	Measures to Prevent Infectious Diseases	3,500
	Health Support Center Renovation	15,000
Individual Support	Support and Individual Support, from External Experts/Specialist Institutions	4,000
Costs in Health Education	Conducting Seminars, etc.	1,000

*Excluding Personnel Costs (Amounts Shown in Thousands of Yen)

Related information [Health Management Initiatives](#)



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Governance Performance Data

ESG Data Collection

[> Environmental Performance Data](#)
[> Social Performance Data](#)
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Governance Performance Data (FY2024)

Executives

Item			FY 2022	FY 2023	FY 2024
Directors	Number of Directors (persons)	Male	5	5	5
		Female	0	0	0
		Total	5	5	5
	Number of Outside Directors (persons)	Male	2	2	2
		Female	1	1	1
		Total	3	3	3
	Total		8	8	8
Audit & Supervisory Board Members	Number of Audit & Supervisory Board Members (persons)	Male	2	2	2
		Female	0	0	0
		Total	2	2	2
	Number of Outside Audit & Supervisory Board Members (persons)	Male	1	1	1
		Female	2	2	2



		Total	3	3	3
	Total		5	5	5

Board of Directors

Item	FY 2022	FY 2023	FY 2024
Number of Meetings (times)	16	15	16
Attendance rate (%)	100	99	99
Attendance rate of Outside Directors (%)	100	99	99

Audit and Supervisory Board

Item	FY 2022	FY 2023	FY 2024
Number of Audit & Supervisory Board Meeting (times)	16	15	15
Attendance rate (%)	100	100	100
Attendance rate of Outside Audit & Supervisory Board Members (%)	100	100	100

Status of Compliance Training

Item	Training Title	Actual results for FY2024
Compliance training participation rate (%)	Competition law and anti-bribery training* ¹	Attendance rate 100% (633 participants)
	Compliance Testing* ²	Attendance rate 100% (3,425 participants)
	Compliance review day* ³	Attendance rate 100% (714 participants)
	GGC training* ⁴	Attendance rate 100% (633 participants)
	Workplace meetings* ⁵	Implementation rate 100% (Implemented at each workplace of all Group companies)

*1 E-learning courses on compliance with competition laws and anti-bribery were provided to directors and employees engaged in sales and procurement operations at Sumitomo Riko and our Group companies in Japan, covering such key issues as the prohibition of corrupt practices and cartels.

*2 E-learning was conducted as basic compliance education for directors and employees of Sumitomo Riko and our Group companies in Japan on important topics such as the basics of compliance, prevention of harassment, management of trade secrets, internal reporting system, and Bad News First & Thanks.

*3 Conducted seminars and e-learning programs for workplace compliance leaders, such as managers of administrative divisions and managers of production sites at Sumitomo Riko and our Group companies in Japan.

*4 Conducted e-learning courses for managers and above at our Group companies in abroad on important topics such as the basics of compliance, compliance with competition laws, anti-bribery, anti-harassment, management of trade secrets, internal reporting system, and Bad News First & Thanks.

*5 Sumitomo Riko and all domestic and overseas Group companies plan and implement compliance workplace meetings based on the risks at

each workplace. Voluntary activities at each workplace contribute to fostering compliance awareness among individual employees.



Global
Headquarters JP Tower Nagoya 1-1-1, Meieki, Nakamura-ku, Nagoya-shi,
Aichi 450-6316, Japan
[Access map](#) >

Komaki Head 1, Higashi 3-chome, Komaki-shi, Aichi 485-8550, Japan
[Access map](#) >

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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, 2024 to March 31, 2025 (FY2024). However, some of the information includes prior years and FY2025.

Renewal Date



August 29, 2025



Report Frequency

Year

External Standards Reference

GRI (Global Reporting Initiative) and others

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

Sustainability Website archive

[Sustainability Website 2024 \(7MB\)](#) 

[Sustainability Website 2023 \(7MB\)](#) 

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

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

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

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

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

*The "CSR Information Site" has been renamed the "Sustainability Website" since FY2023.

Integrated Report Archives

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



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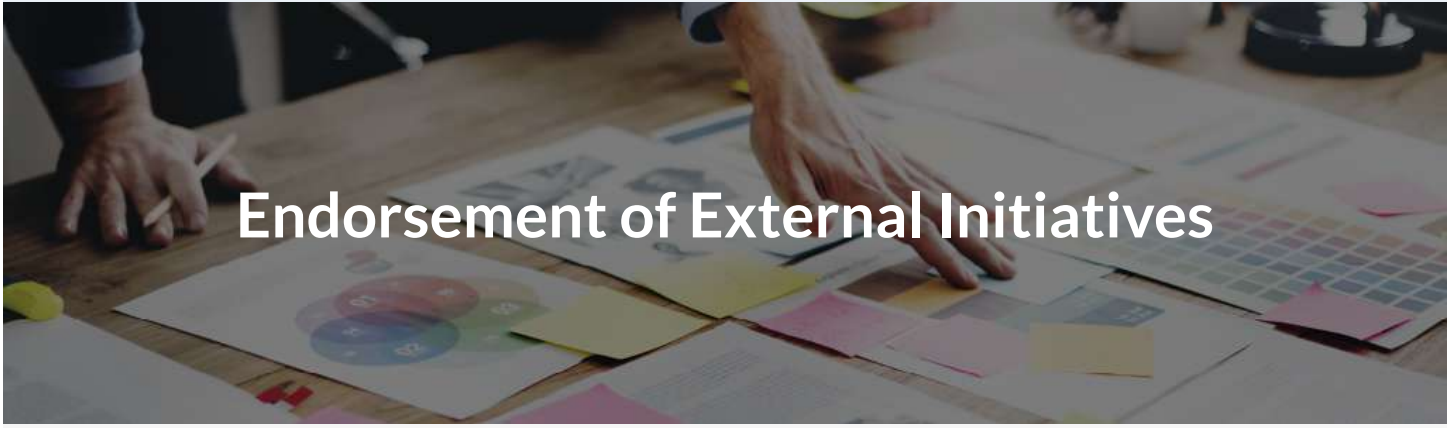
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Endorsement of External Initiatives

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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 year 2024.

- 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 Respects 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](#)

Keidanren Initiative for Biodiversity Conservation

In April 2024, Sumitomo Riko joined the "Keidanren Initiative for Biodiversity Conservation" organized by the Keidanren Nature Conservation Council. This is to address the items that comprise the Keidanren Declaration for Biodiversity and Guideline (revised version) proposed by the Japan Business Federation (Keidanren) and the Keidanren Nature Conservation Council, as well as to endorse the overall objective. The Sumitomo Riko Group conducts its business activities using a variety of natural blessings, including natural rubber, air, water, and minerals. Recognizing that we have a responsibility to pass on these natural blessings and the natural environment to future generations without destroying them through our business activities, we will continue to expand the scope of our activities to neighboring areas and throughout our supply chain in order to coexist with nature and preserve biodiversity.

Related information [Contributing to a Society in Harmony with Nature](#)

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External Evaluation

EcoVadis



Sumitomo Riko has been rated in the top 50%, or Bronze, of EcoVadis' (headquartered in France) 2024 Sustainability Survey. More than 150,000 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 at eight levels: leadership level (A, A-), management level (B, B-), awareness level (C, C-), and information disclosure level (D, D-). In fiscal year 2024, over 24,800 companies worldwide disclosed information.

We have received a B score in both the climate change section and the water section of the fiscal 2024 evaluation, continuing on from last year. We will continue our efforts and information disclosure to realize a sustainable society.

[Related information](#) | [CDP website](#) 


FTSE Blossom Japan Index



FTSE Blossom Japan Index

We have been selected as a constituent of the FTSE Blossom Japan Index for fiscal year 2024.

The FTSE Blossom Index series is created by FTSE Russell, a global index provider, and was developed to identify companies with high ESG (Environmental, Social and Governance) ratings and to measure their performance. The FTSE Blossom Japan Index is designed to be industry neutral and consists of 310 Japanese stocks (as of June 19, 2023).

Related information

[FTSE Blossom Japan Index Series website](#) 

FTSE Blossom Japan Sector Relative Index



FTSE Blossom Japan Sector Relative Index

We have been selected as a constituent of the FTSE Blossom Japan Sector Relative Index for fiscal year 2024.

The FTSE Blossom Index Series, created by global index provider FTSE Russell, is an index developed to identify and measure the performance of companies with high ESG (Environmental, Social and Governance) ratings. The FTSE Blossom Japan Sector Relative Index is designed to be sector neutral and consists of 605 Japanese stocks (as of June 19, 2023).

Related information

[FTSE Blossom Japan Index Series website](#) 

MSCI Nihonkabu ESG Select Leaders Index

2025 CONSTITUENT MSCI NIHONKABU ESG SELECT LEADERS INDEX

In fiscal year 2024, we were selected as a constituent of the MSCI Nihonkabu ESG Select Leaders Index, one of the ESG indices for Japanese equities used by the Government Pension Investment Fund (GPIF).

The MSCI Nihonkabu ESG Select Leaders Index is an ESG investment index created by Morgan Stanley Capital International (MSCI), a U.S. company that calculates stock price indexes. The MSCI Nihonkabu ESG Select Leaders Index is used as the parent index and is composed of companies that excel in ESG evaluations within their respective industries. Our company has received an "A" rating in the latest MSCI rating.

Related information

[MSCI Nihonkabu ESG Select Leaders Index website](#) 

SOMPO Sustainability Index

2025



Sompo Sustainability Index

Based on the results of the fiscal 2024 Sustainability Survey, we have been selected as a constituent of the SOMPO Sustainability Index for fiscal 2025, 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.

Aichi Biodiversity Certified Companies



Certified
Aichi Biodiversity Company

In November 2023, in recognition of our efforts to conserve the environment and restore nature in the neighborhoods near our business activities, including cleaning up the Oyama River adjacent to our Komaki Head Office and Manufacturing Plant (Komaki City, Aichi Prefecture), exterminating the invasive alien species of Lanceleaf tickseed, and supporting activities of local organizations through subsidies, we were certified as an Aichi Biodiversity Certified Company by Aichi Prefecture.

Certified Health & Productivity Management Outstanding Organization



In March 2025, we were certified as a one of the “White 500” companies under the 2025 Certified Health & Productivity Management Organization Recognition Program, which is given to the top 500 corporations with excellent health management practices. This is the ninth consecutive year since 2017 that we have been recognized as a “Certified Health & Productivity Management Outstanding Organization.”

We will continue to position health management as an important measure and promote health management by raising employee awareness of health and working to improve job satisfaction and engagement.

Sports Yell Company



In February 2025, we were recognized by the Sports Agency as a "Sports Yell Company" for the second consecutive year as a company that is actively engaged in the implementation of sports.

We will continue to engage in various health promotion activities, including the development of exercise habits, to create a workplace environment where employees can continue to work with vigor and enthusiasm.

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



ファミリー・フレンドリー企業

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.

We have been certified as a "welfare promotion corporation" for four consecutive years.

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Archive


2025/08/29 [Annual renewal of Sustainability Website \(this site\).](#)

2024/08/30 [Annual renewal of Sustainability Website \(this site\).](#)

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.](#)

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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GRI Content Index

Shareholders and Investors, Customers, Suppliers and Other
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Environment

Universal Standards

Statement of use	Sumitomo Riko has reported the information cited in this GRI content index for the period 4/1/2024~3/31/2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

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



GRI2: General Disclosures 2021

2-6 Activities, value chain and other business relationships	Company Profile
	CSR Management on Supply Chain
	CSR Activities on Supply Chain
2-7 Employees	Sumitomo Riko at a Glance
	Securities Report for FY2024 (P.9, 43-44, Only available in Japanese) 
2-8 Workers who are not employees	-
2-9 Governance structure and composition	Integrated Report 2025 (P.45-49) 
	Management System
	Sustainability Management Structure
	Corporate Governance
	Corporate Governance Report (2025/6/30) (P.16, Only available in Japanese) 
2-10 Nomination and selection of the highest governance body	Integrated Report 2025 (P.45-46) 
	Corporate Governance Report (2025/6/30) (P.2, Only available in Japanese) 
2-11 Chair of the highest governance body	Corporate Governance Report (2025/6/30) (P.6, Only available in Japanese) 
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management Structure
2-13 Delegation of responsibility for managing impacts	Sustainability Management Structure
	Securities Report for FY2024 (P.51, Only available in Japanese) 
	Endorsement of TCFD (Task Force on Climate-related Financial Disclosures)
2-14 Role of the highest governance body in sustainability reporting	Endorsement of TCFD (Task Force on Climate-related Financial Disclosures)
	Sustainability Management Structure
2-15 Conflicts of interest	Notice of Convocation of the 137th Ordinary General Meeting of Shareholders (P.49-50, Only available in Japanese) 
	Corporate Governance Report (2025/6/30) (P.14), Only available in Japanese) 
2-16 Communication of critical concerns	Management System 
	Integrated Report 2025 (P.33,37,52) 
	Compliance
2-17 Collective knowledge of the highest governance body	Integrated Report 2025 (P.46) 
	Corporate Governance Report (2025/6/30) (P.4, 6-9, Only available in Japanese) 
	Corporate Governance
2-18 Evaluation of the performance of the highest governance body	Corporate Governance
	Sustainability Management Structure
	Securities Report for FY2024 (P.50-51, Only available in Japanese) 
	Corporate Governance Report (2025/6/30) (P.3-4, Only available in Japanese) 

	2-19 Remuneration policies	Integrated Report 2025 (P.45-46, 50) 
		Securities Report for FY2024 (P.63-65, Only available in Japanese) 
		Corporate Governance Report (2025/6/30) (P.2-3, Only available in Japanese) 
	2-20 Process to determine remuneration	Securities Report for FY2024 (P.63-65, Only available in Japanese) 
		Corporate Governance Report (2025/6/30) (P.2-3, Only available in Japanese) 
	2-21 Annual total compensation ratio	—
	2-22 Statement on sustainable development strategy	Message from the President and CEO
		Integrated Report 2025 (P.7-10) 
	2-23 Policy commitments	The Sumitomo Riko Group Policy on Human Rights
		Sumitomo Riko Group Corporate Action Charter
	2-24 Embedding policy commitments	Sustainability Promotion Structure
		Respect for Human Rights
		Sumitomo Riko Group Supplier CSR Guidelines
		CSR Activities on Supply Chain
	2-25 Processes to remediate negative impacts	Compliance Consultation and Reporting Service
		Promoting Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Compliance Consultation and Reporting Service
		Promoting Compliance
	2-27 Compliance with laws and regulations	Promoting Compliance
		Compliance with Environmental Laws and Regulations
	2-28 Membership associations	Endorsement of External Initiatives
	2-29 Approach to stakeholder engagement	Communication with Stakeholders
	2-30 Collective bargaining agreements	Good Labor-Management Relations
GRI3: Material Topics 2021	3-1 Process to determine material topics	Our Philosophy
	3-2 List of material topics	Three Directions and Materiality toward 2029
		Integrated Report 2025 (P.25) 
	3-3 Management of material topics	Three Directions and Materiality toward 2029
		Integrated Report 2025 (P.28-42) 

Topic-specific Standards

Economic

GRI STANDARD	DISCLOSURE	LOCATION
GRI201: Economic	201-1 Direct economic value generated and distributed	Securities Report for FY2024 (Only available in Japanese) 
	201-2 Financial implications and other risks and opportunities due to climate change	Information Disclosure Based on TCFD Recommendations

Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Securities Report for FY2024 (P.94, Only available in Japanese) 
	201-4 Financial assistance received from government	Securities Report for FY2024 (P.82, Only available in Japanese) 
GRI202: Market Presence 2016	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	-
GRI203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Contribution
	203-2 Significant indirect economic impacts	-
GRI204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-
GRI205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Monitoring
	205-2 Communication and training about anti-corruption policies and procedures	Compliance Action Guidelines and Education
	205-3 Confirmed incidents of corruption and actions taken	-
GRI206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI207: Tax 2019	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
GRI301: Materials 2016	301-1 Materials used by weight or volume	Sumitomo Riko Group's Material Balance
	301-2 Recycled input materials used	Efforts to Expand Sustainable Material Use
	301-3 Reclaimed products and their packaging materials	-
GRI302: Energy 2016	302-1 Energy consumption within the organization	Sumitomo Riko Group's Material Balance
		Efforts to Reduce GHG Emissions in Business Activities
	302-2 Energy consumption outside of the organization	Efforts to Reduce GHG Emissions in Business Activities
	302-3 Energy intensity	Efforts to Reduce GHG Emissions in Business Activities
	302-4 Reduction of energy consumption	Efforts to Reduce GHG Emissions in Business Activities
		GHG Emissions in the Value

	302-5 Reductions in energy requirements of products and services	Chain
GRI303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Efforts to Reduce Water Consumption
	303-2 Management of water discharge-related impacts	Environmental Data of Each Plant
	303-3 Water withdrawal	Efforts to Reduce Water Consumption
	303-4 Water discharge	Efforts to Reduce Water Consumption
	303-5 Water consumption	Efforts to Reduce Water Consumption
GRI304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Contributing to a Society in Harmony with Nature
	304-2 Significant impacts of activities, products, and services on biodiversity	-
	304-3 Habitats protected or restored	Contributing to a Society in Harmony with Nature
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions in the Value Chain
		Environmental Performance Data (FY2024)
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions in the Value Chain
		Environmental Performance Data (FY2024)
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions in the Value Chain
		Environmental Performance Data (FY2024)
	305-4 GHG emissions intensity	Efforts to Reduce GHG Emissions in Business Activities
	305-5 Reduction of GHG emissions	Examples of GHG Emission Reductions
	305-6 Emissions of ozone-depleting substances (ODS)	Proper Management of Ozone-Depleting Substances
GGRI306: Waste 2020	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Data of Each Plant
		Efforts to Reduce Air Pollutants
	306-1 Waste generation and significant waste-related impacts	Sumitomo Riko Group's Material Balance
	306-2 Management of significant waste-related impacts	Environment Management Structure
	306-3 Waste generated	Waste Reduction Initiatives

	306-4 Waste diverted from disposal	Waste Reduction Initiatives
	306-5 Waste directed to disposal	Waste Reduction Initiatives
GRI308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environmentally Conscious Procurement
	308-2 Negative environmental impacts in the supply chain and actions taken	-

Social

GRI STANDARD	DISCLOSURE	LOCATION
GRI401: Employment 2016	401-1 New employee hires and employee turnover	Data related to Human Resources
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
	401-3 Parental leave	Outline of Support Programs for Childcare and Nursing Care
GRI402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-
GRI403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety and Health Activity Guidelines
	403-2 Hazard identification, risk assessment, and incident investigation	Safety and Health Activity Guidelines
	403-3 Occupational health services	Group-wide activities
	403-4 Worker participation, consultation, and communication on occupational health and safety	Promotion Structure
	403-5 Worker training on occupational health and safety	Safety and Health Activity Guidelines
	403-6 Promotion of worker health	Health Management Initiatives
	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	Number of Workers injured in Industrial Accidents
		Frequency Rate of Lost Worktime due to Industrial accidents
		Occupational Accident Occurrence
	403-10 Work-related ill health	-
GRI404: Training and Education 2016	404-1 Average hours of training per year per employee	Training Hours
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources Development
	404-3 Percentage of employees receiving regular performance and career development reviews	-
GRI405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Performance Data
		Social Performance Data
	405-2 Ratio of basic salary and remuneration of women to	Securities Report for FY2024

	men	(P.10, Only available in Japanese) 
GRI406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-
GRI407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Procurement of Natural Rubber
GRI409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Procurement of Natural Rubber
GRI410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-
GRI411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-
GRI413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Contribution Communication with Stakeholders Environmental Communication
	413-2 Operations with significant actual and potential negative impacts on local communities	Appropriate Chemical Substance Management
GRI414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Approach to Procurement
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable procurement of natural rubber
GRI415: Public Policy 2016	415-1 Political contributions	-
GRI416: Customer Health and Safety 2016	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	-
GRI417: Marketing and Labeling 2016	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	-
GRI418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-



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