

## Financial and Non-Financial Data

### Consolidated Financial Data

Years ended December 31	Unit	IFRS <sup>1</sup>								
		2015	2016	2017	2018	2019	2020	2021	2022	2023
Earnings for the year:										
Sales revenue	Millions of yen	798,483	756,696	877,866	894,243	893,310	790,817	936,039	1,098,664	1,177,399
Overseas sales ratio	%	59	59	63	63	63	64	68	71	70
Cost of sales	Millions of yen	528,393	499,650	611,185	632,756	637,658	558,638	676,341	845,442	850,898
Selling, general and administrative expenses	Millions of yen	191,237	182,130	199,706	200,806	201,261	188,791	207,723	231,259	248,831
Business profit <sup>2</sup>	Millions of yen	78,853	74,916	66,975	60,681	54,391	43,388	51,975	21,963	77,670
Business profit rate	%	9.9	9.9	7.6	6.8	6.1	5.5	5.6	2.0	6.6
Operating profit	Millions of yen	89,173	73,284	67,449	57,155	33,065	38,701	49,169	14,988	64,490
Operating profit ratio	%	11.2	9.7	7.7	6.4	3.7	4.9	5.3	1.4	5.5
Profit attributable to owners of parent <sup>3</sup>	Millions of yen	71,976	41,364	46,979	36,246	12,072	22,596	29,470	9,415	37,048
Profit to equity attributable to owners of parent ratio	%	9.0	5.5	5.4	4.1	1.4	2.9	3.1	0.9	3.1
Financial position at year-end:										
Total assets	Millions of yen	932,432	897,634	1,018,266	1,002,383	1,035,484	974,805	1,086,169	1,225,202	1,266,732
Total equity	Millions of yen	451,837	459,541	490,886	472,807	475,537	467,097	513,543	563,863	641,430
Total equity attributable to owners of parent	Millions of yen	422,287	429,316	459,907	457,927	460,800	454,743	501,540	546,200	624,114
Interest-bearing debt	Millions of yen	261,867	204,218	273,452	283,482	325,490	276,739	296,784	372,760	310,932
Cash flows for the year:										
Cash flows from operating activities	Millions of yen	86,864	128,190	76,109	82,820	91,458	123,504	63,090	27,869	169,800
Cash flows from investing activities	Millions of yen	-30,672	-42,144	-100,724	-65,494	-63,417	-45,594	-54,023	-78,697	-62,230
Free cash flows	Millions of yen	56,192	86,046	-24,615	17,326	28,041	77,910	9,067	-50,828	107,570
Cash flows from financing activities	Millions of yen	-52,707	-71,055	21,706	-2,122	-40,979	-61,881	-13,332	41,556	-95,568
Related information:										
Capital expenditures	Billions of yen	589	496	625	669	581	419	495	680	629
Capital expenditures (Overseas)	Billions of yen	395	290	418	469	380	206	284	458	457
Depreciation and amortization	Billions of yen	514	512	560	574	679	677	677	753	786
Research and development costs	Billions of yen	234	243	257	258	262	242	254	273	273
Ratio of research and development costs to sales revenue	%	2.9%	3.2%	2.9%	2.9%	2.9%	3.1%	2.7%	2.5%	2.3%
Depreciation	Billions of yen	458	457	502	509	518	493	503	557	559
Related information:										
Tire sales volume	Millions of tires	10,962	11,264	12,347	12,361	12,436	10,883	11,603	11,146	10,836
ROE	%	17.5	9.7	10.6	7.9	2.6	4.9	6.2	1.8	6.3
ROA (business profit base)	%	8.4	8.2	7.0	6.0	5.2	4.3	5.0	1.9	6.2
D/E ratio	(times)	0.6	0.5	0.6	0.6	0.7	0.6	0.6	0.7	0.5
ROIC	%	-	-	-	-	-	-	-	1.7	5.7
Ratio of equity attributable to owners of parent	%	45.3	47.8	45.2	45.7	44.5	46.6	46.2	44.6	49.3

\*1 From the fiscal year ended December 31, 2016, we apply IFRS instead of JGAAP. Figures for the fiscal year ended December 31, 2015 are disclosed based on IFRS.

\*2 Defined by Sumitomo Rubber Industries, Ltd. as its primary management indicator, business profit is calculated using the following formula: Sales revenue - (Cost of sales + Selling, general and administrative expenses).

\*3 Profit attributable to owners of parent as calculated under IFRS.

Consolidated Non-Financial Data

Data marked with "e" has been verified by third parties.

Years ended December 31		Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023
CO2 emissions (Total of Scope 1 and 2)	Location	(kt-CO2e)	1,007	1,039	1,053	1,101	1,085	999	1,108	1,045	1,034
	Market	(kt-CO2e)	-	-	-	-	-	-	-	848	729
CO2 emissions (Total of Scope 3)*1,2		(kt-CO2e)	-	-	7,039	21,297	21,710	19,310	41,034	39,642	37,167
Category 1		(kt-CO2e)	-	-	652	1,831	1,325	1,671	5,801	5,073	4,643
Category 2 <sup>3</sup>		(kt-CO2e)	-	-	199	213	185	134	158	217	201
Category 3		(kt-CO2e)	-	-	54	54	54	48	161	154	132
Category 4 <sup>3</sup>		(kt-CO2e)	-	-	77	182	193	167	375	382	366
Category 5		(kt-CO2e)	-	-	1	1	2	1	20	19	20
Category 6		(kt-CO2e)	-	-	3	4	3	1	5	5	5
Category 7		(kt-CO2e)	-	-	1	1	1	1	17	17	17
Category 9		(kt-CO2e)	-	-	49	128	135	117	5	5	5
Category 11		(kt-CO2e)	-	-	5,881	18,779	19,708	17,079	33,560	32,870	30,957
Category 12		(kt-CO2e)	-	-	22	96	96	84	928	897	819
Category 13		(kt-CO2e)	-	-	0	1	1	1	3	3	1
Category 15		(kt-CO2e)	-	-	100	7	7	7	-	-	-
CO2 emissions intensity		CO2e/ton	0.0017	0.0016	0.0015	0.0016	0.0015	0.0016	0.0016	0.0016	0.0017
Volume of raw materials used (six domestic factories)		t	803	741	765	758	601	483	569	518	491
Volume of waste discharged (excluding valuables)		1,000 tons	17.6	19.9	19.4	24.7	32.4	29.0	32.3	30.9	32.1
Six domestic factories		1,000 tons	-	-	-	7.4	7.6	7.3	10.1	9.5	8.2
Factories operated by domestic group companies		1,000 tons	-	-	-	0.6	0.7	0.7	0.9	0.9	0.8
Overseas factories		1,000 tons	-	-	-	16.7	24.1	21.0	21.3	20.5	23.1
Volume of waste discharged (including valuables) (six domestic factories)		1,000 tons	-	-	-	35.7	35	30.9	36.5	36.7	32.8
Recycling rate (six domestic factories)		%	-	-	-	100	100	100	100	100	100
Material recycling rate (six domestic factories)		%	-	-	-	74	68	73	77	76	77
Volume of landfill waste		t	887	1,383	1,818	2,162	2,323	1,989	2,852	2,614	3,061
Total energy consumption volume in crude oil equivalent (global environmental data of domestic and overseas factories)		1,000 kl	474	481	501	529	533	497	554	525	469
Total consumption volume of energy procured from renewable energy sources		MWh	5,034	5,403	5,725	5,849	5,320	5,733	8,030	321,541	626,009
Total water intake <sup>4</sup>		1,000 m <sup>3</sup>	-	-	-	13,603	13,281	12,444	12,896	11,327	11,515
Surface water		1,000 m <sup>3</sup>	-	-	-	1,904	2,541	2,701	1,926	1,213	1,293
Brackish water and seawater		1,000 m <sup>3</sup>	-	-	-	0	0	0	0	0	0
Groundwater (recyclable)		1,000 m <sup>3</sup>	-	-	-	4,938	3,980	3,642	4,207	4,116	4,025
Groundwater (non-recyclable)		1,000 m <sup>3</sup>	-	-	-	0	0	0	0	0	0
Produced water and mixed water		1,000 m <sup>3</sup>	-	-	-	0	0	0	0	0	0
Third-party water source		1,000 m <sup>3</sup>	-	-	-	6,761	6,760	6,101	6,763	5,998	6,197
Total emission		1,000 m <sup>3</sup>	-	-	-	10,142	10,195	10,286	10,481	9,834	10,227
Surface water		1,000 m <sup>3</sup>	-	-	-	8,267	8,348	8,739	8,637	8,147	8,531
Brackish water and seawater		1,000 m <sup>3</sup>	-	-	-	0	0	0	0	0	0
Groundwater		1,000 m <sup>3</sup>	-	-	-	0	0	0	0	0	0
Water discharged to other organizations		1,000 m <sup>3</sup>	-	-	-	1,875	1,847	1,547	1,844	1,687	1,696
Emissions of substances specified in the Pollutant Release and Transfer Register (PRTP) Act (six domestic factories)		t	20	24	22	23	23	21	19	19	35
Transfers of substances specified in the PRTP Act (six domestic factories)		t	22	25	22	31	27	31	33	25	13
Emissions intensity of substances specified in the PRTP Act (six domestic factories)		kg/t	0.15	0.19	0.17	0.21	0.19	0.24	0.21	0.19	0.23
Volume of dioxins generated		mg-TEQ /year	-	-	45	22	21	3	1	1	189
Percentage of employees at ISO 14001 certified sites		%	79	89	84	84	86	79	75	74	75
Number of trees planted (excluding the provision of seedlings)		Thousands of trees	77	72	44	51	39	19	19	7	11

\*1 Categories 8, 10, 14 and 15 emissions are excluded from calculations (Category 15 emissions are included in figures for fiscal 2022 and later)

\*2 Figures for fiscal 2020 or earlier: Calculation methods were determined in reference to The Japan Automobile Tyre Manufacturers Association (JATMA) Guideline Ver. 2.0. CO2 emission factors used were chosen from among those presented in the "Database of Environmental Impact Indicators for the Calculation of Greenhouse Gas (GHG) Emissions, etc., from Organizations through by the Ministry Their Supply Chains" issued of the Environment; Figures for fiscal 2021 and later: Calculated in reference to the "Basic Guideline on the Calculation of GHG Emissions from Supply Chains Ver. 2.5" issued by the Ministry of the Environment. CO2 emission factors used were chosen from among those presented in "IDEA Ver. 2.3" issued by National Institute of for the Calculation of Advanced Industrial Science and Technology, the "Database of Environmental Impact Indicators Greenhouse Gas (GHG) Emissions, etc., from Organizations through Their Supply Chains Ver. 3.3" "Calculation Guideline for Tyre's Life Cycle CO2 Emissions Ver. 3.0.1" issued by JATMA, and other materials.

\*3 Figures for Category 2 and 4 for fiscal 2022 have been revised.

\*4 Since 2020, we have separated the categories of Surface water and Third-party water sources. The figures have been revised due to the changes in the scope of calculation.

CO2 emissions/total consumption volume of energy procured from renewable energy sources

Scope of calculation

Domestic factories

Shirakawa, Nagoya, Izumiotsu, Miyazaki, Ichijima, and Kakogawa

Overseas factories

Indonesia, China (Changshu and Hunan), Thailand, Brazil, South Africa, USA, Turkey, Thailand (natural rubber processing), China (Zhongshan), Vietnam, Malaysia, Switzerland, Thailand (tennis balls), the Philippines, and Slovenia

Factories operated by domestic group companies

Dunlop Retread Services, Ltd. (Ono Factory and Hokkaido Factory), SRI Engineering, Ltd (Seishin Factory and Kakogawa Factory), Nakata Engineering, Ltd., Dunlop Golf Club, Ltd.

Other than production bases

Head Office, R&D bases, Offices, sales companies, distribution warehouses, test courses, sport gyms, golf courses, etc.

Volume of waste discharged (excluding valuables) / energy consumption (crude oil equivalent) / total water intake / total emission (global environmental data of domestic and overseas factories)

Scope of calculation

Domestic factories

Shirakawa, Nagoya, Izumiotsu, Miyazaki, Ichijima, and Kakogawa

Overseas factories

Indonesia, China (Changshu and Hunan), Thailand, Brazil, South Africa, USA, Turkey, Thailand (natural rubber processing), China (Zhongshan), Vietnam, Malaysia, Switzerland, Thailand (tennis balls), the Philippines, and Slovenia

Factories operated by domestic group companies

Dunlop Retread Services, Ltd. (Ono Factory and Hokkaido Factory), SRI Engineering Ltd. (Seishin Factory and Kakogawa Factory), Nakata Engineering, Ltd., Dunlop Golf Club, Ltd.

Years ended December 31	Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023			Regulatory value	Related act and ordinance, etc.			
		Average	Average	Average	Average	Average	Average	Average	Average	Average	Minimum	Maximum					
Water discharged into the water area, Discharged water, BOD, Shirakawa Factory	mg/L	1.3	1.2	1.4	1.1	1.4	1.4	1.4	1.4	1.4	1.6	1.0	3.5	10	Water Pollution Control Act	Pollution control agreement with Fukushima Prefecture	
Water discharged into the water area, Discharged water, BOD, Nagoya Factory	mg/L	2.5	2.0	2.5	2.3	1.9	1.6	2.4	2.4	1.9	0.0	2.7	10	Water Pollution Control Act	Environmental preservation promotion agreement of Toyota City		
Water discharged into the water area, Discharged water, BOD, Izumiotsu Factory	mg/L	17.2	8.3	12.6	12.1	9.5	12.9	10.7	9.2	7.1	1.9	24.5	200	Water Pollution Control Act	Sewage ordinance of Izumiotsu City		
Water discharged into the water area, Discharged water, BOD, Miyazaki Factory	mg/L	2.3	1.9	3.4	3.4	3.2	2.0	3.8	2.3	4.9	0.5	9.8	15	Water Pollution Control Act	Pollution control agreement of Miyakonojo City		
Water discharged into the water area, Discharged water, BOD, Ichijima Factory	mg/L	250	100	73	67	18	247	28	35	86	31	140	600	Water Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City	
Water discharged into the water area, Discharged water, BOD, Kakogawa Factory	mg/L	8.9	7.0	5.1	6.5	7.3	7.0	7.1	3.9	4.4	2.6	10.0	600	Water Pollution Control Act	Sewage ordinance of Kakogawa City		
Water discharged into the water area, Discharged water, SS concentration, Shirakawa Factory	mg/L	2.0	2.0	2.0	2.0	2.0	2.3	2.1	2.0	2.0	2.0	2.0	10	Water Pollution Control Act	Pollution control agreement with Fukushima Prefecture		
Water discharged into the water area, Discharged water, SS concentration, Nagoya Factory	mg/L	2.3	1.5	2.7	2.7	2.6	2.7	3.2	3.5	3.2	2.0	5.0	10	Water Pollution Control Act	Environmental preservation promotion agreement of Toyota City		
Water discharged into the water area, Discharged water, SS concentration, Izumiotsu Factory	mg/L	4.1	7.2	7.5	7.3	7.1	7.2	7.5	7.2	3.4	1.3	6.3	200	Water Pollution Control Act	Sewage ordinance of Izumiotsu City		
Water discharged into the water area, Discharged water, SS concentration, Miyazaki Factory	mg/L	2.3	1.5	2.7	1.9	2	1.3	1.8	1.3	1.8	1.0	3.0	40	Water Pollution Control Act	Pollution control agreement of Miyakonojo City		
Water discharged into the water area, Discharged water, SS concentration, Ichijima Factory	mg/L	110	560	365	495	49	257	14	31	49	48	50	600	Water Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City	
Water discharged into the water area, Discharged water, SS concentration, Kakogawa Factory	mg/L	6.5	6.6	10.0	9.3	10.8	7.0	7.7	3.3	3.7	1.9	7.6	600	Water Pollution Control Act	Sewage ordinance of Kakogawa City		
Water discharged into the water area, Discharged water, pH, Shirakawa Factory	-	6.8	6.7	6.8	6.9	7.0	7.2	7.3	7.4	7.3	7.2	7.5	5.8-8.6	Water Pollution Control Act	Pollution control agreement with Fukushima Prefecture		
Water discharged into the water area, Discharged water, pH, Nagoya Factory	-	7.2	6.7	7.2	7.2	7.0	7.0	7.0	7.3	7.2	7.0	7.4	5.8-8.6	Water Pollution Control Act	Environmental preservation promotion agreement of Toyota City		
Water discharged into the water area, Discharged water, pH, Izumiotsu Factory	-	7.1	7.2	7.5	7.3	7.1	7.2	7.5	7.2	7.2	6.9	8.4	5.7-8.7	Water Pollution Control Act	Sewage ordinance of Izumiotsu City		
Water discharged into the water area, Discharged water, pH, Miyazaki Factory	-	7.7	7.8	7.6	7.8	7.7	7.8	7.4	7.6	7.7	7.2	8.0	5.8-8.6	Water Pollution Control Act	Pollution control agreement of Miyakonojo City		
Water discharged into the water area, Discharged water, pH, Ichijima Factory	-	7.4	7.7	7.4	7.2	7.2	7.7	7.4	7.2	7.1	6.7	7.5	5.8-8.6	Water Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City	
Water discharged into the water area, Discharged water, pH, Kakogawa Factory	-	7.4	7.5	7.5	7.5	7.2	7.1	7.3	7.3	7.3	7.0	7.6	5.01-8.99	Water Pollution Control Act	Sewage ordinance of Kakogawa City		
Water discharged into the water area, Discharged water, Oil concentration, Shirakawa Factory	mg/L	-	-	-	-	<1	<1	<1	<1	<0.5	<0.5	<0.5	1.0	Water Pollution Control Act	Pollution control agreement with Fukushima Prefecture		
Water discharged into the water area, Discharged water, Oil concentration, Nagoya Factory	mg/L	-	-	-	-	<1	<1	<1	<1	<0.6	<0.5	1.7	2.5	Water Pollution Control Act	Environmental preservation promotion agreement of Toyota City		
Water discharged into the water area, Discharged water, Oil concentration, Izumiotsu Factory	mg/L	-	-	-	-	<1	<1	<1	<1	<1.0	<1.0	<1.0	5.0	Water Pollution Control Act	Sewage ordinance of Izumiotsu City		
Water discharged into the water area, Discharged water, Oil concentration, Miyazaki Factory	mg/L	-	-	-	-	0.5	<0.5	<0.5	<0.5	0.5	<0.3	0.5	4.0	Water Pollution Control Act	Pollution control agreement of Miyakonojo City		
Water discharged into the water area, Discharged water, Oil concentration, Ichijima Factory	mg/L	-	-	-	-	<0.5	<0.5	<0.5	<0.5	<0.5	<0.5	<0.5	5.0	Water Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City	
Water discharged into the water area, Discharged water, Oil concentration, Kakogawa Factory	mg/L	-	-	-	-	0.5	0.5	0.5	0.5	<0.5	<0.5	<0.5	5.0	Water Pollution Control Act	Sewage ordinance of Kakogawa City		

		Total														
Boiler, Air pollution load, SOx (six domestic factories)	t	-	-	167	186	193	172	176	136				148	-	Air Pollution Control Act	
Boilers, Air pollution load, SOx (six domestic factories), emissions intensity	kg/t	-	-	0.64	0.72	0.74	0.80	0.71	0.59				0.50	-	Air Pollution Control Act	
		Average	Average	Average	Average	Average	Average	Average	Average	Average	Minimum	Maximum	Regulatoryvalue			
Boiler, Air pollution load, SOx, Shirakawa Factory	K value	-	-	-	-	5.5	3.2	3.0	1.3	1.1	<0.01	4.1	17.5	Air Pollution Control Act	Pollution control agreement with Fukushima Prefecture	
Boiler, Air pollution load, SOx, Nagoya Factory	K value	-	-	-	-	2.2	2.0	2.2	1.9	1.7	1.5	2.0	9.0	Air Pollution Control Act	Pollution control ordinance of Aichi Prefecture	Environmental preservation promotion agreement of Toyota City
Boiler, Air pollution load, SOx, Izumiotsu Factory		-	-	-	-	-	-	-	-	-	-	-	-	Air Pollution Control Act	Pollution control ordinance of Osaka Prefecture	
Boiler, Air pollution load, SOx, Miyazaki Factory	K value	-	-	-	-	2.9	1.7	1.4	1.2	1.7	1.1	2.4	8.0	Air Pollution Control Act	Pollution control agreement of Miyakonojo City	
Boiler, Air pollution load, SOx, Ichijima Factory		-	-	-	-	-	-	-	-	-	-	-	-	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City
Boiler, Air pollution load, SOx, Kakogawa Factory		-	-	-	-	-	-	-	-	-	-	-	-	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	
		Total														
Boiler, Air pollution load, NOx (six domestic factories)	t	-	-	139	119	136	133	116	134				108	-	Air Pollution Control Act	
Boilers, Air pollution load, NOx (six domestic factories), emissions intensity	kg/t	-	-	0.53	0.46	0.52	0.62	0.47	0.58				0.68	-	Air Pollution Control Act	
		Average	Average	Average	Average	Average	Average	Average	Average	Average	Minimum	Maximum	Regulatoryvalue			
Boiler, Air pollution load, NOx, Shirakawa Factory	VOL ppm	-	-	-	-	53	50	48	35	32	10	64	100	Air Pollution Control Act	Pollution control agreement with Fukushima Prefecture	
Boiler, Air pollution load, NOx, Nagoya Factory	VOL ppm	-	-	-	-	74	74	72	71	67	61	73	200	Air Pollution Control Act	Pollution control ordinance of Aichi Prefecture	Environmental preservation promotion agreement of Toyota City
Boiler, Air pollution load, NOx, Izumiotsu Factory	VOL ppm	-	-	-	-	26	24	32	26	31	27	35	150	Air Pollution Control Act	Pollution control ordinance of Osaka Prefecture	
Boiler, Air pollution load, NOx, Miyazaki Factory	VOL ppm	-	-	-	-	80	86	89	87	88	78	100	150	Air Pollution Control Act	Pollution control agreement of Miyakonojo City	
Boiler, Air pollution load, NOx, Ichijima Factory	VOL ppm	-	-	-	-	21	19	19	21	20	19	21	150	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City
Boiler, Air pollution load, NOx, Kakogawa Factory	VOL ppm	-	-	-	-	27	28	31	27	27	13	43	150	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	
		Total														
Boiler, Air pollution load, Soot and dust (six domestic factories)	t	-	-	9.9	7.6	8.8	7.5	8.6	6.9				6.6	-	Air Pollution Control Act	
Boilers, Air pollution load, Soot and dust (six domestic factories), emissions intensity	kg/t	-	-	0.038	0.029	0.034	0.035	0.039	0.030				0.030	-		
		Average	Average	Average	Average	Average	Average	Average	Average	Average	Minimum	Maximum	Regulatoryvalue			
Boiler, Air pollution load, Soot and dust, Shirakawa Factory	g/Nm <sup>3</sup>	-	-	-	-	0.01	0.002	0.006	0.001	0.001	<0.001	0.004	0.05	Air Pollution Control Act	Pollution control agreement with Fukushima Prefecture	
Boiler, Air pollution load, Soot and dust, Nagoya Factory	g/Nm <sup>3</sup>	-	-	-	-	<0.006	0.007	0.015	0.008	0.006	0.006	0.006	0.15	Air Pollution Control Act	Pollution control ordinance of Aichi Prefecture	Environmental preservation promotion agreement of Toyota City
Boiler, Air pollution load, Soot and dust, Izumiotsu Factory		-	-	-	-	-	-	-	-	-	-	-	0.03	Air Pollution Control Act	Pollution control ordinance of Osaka Prefecture	
Boiler, Air pollution load, Soot and dust, Miyazaki Factory	g/Nm <sup>3</sup>	-	-	-	-	0.06	0.08	0.05	0.09	0.061	0.024	0.11	0.3	Air Pollution Control Act	Pollution control agreement of Miyakonojo City	
Boiler, Air pollution load, Soot and dust, Ichijima Factory		-	-	-	-	-	-	-	-	-	-	-	0.15	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	Pollution control agreement of Tamba City
Boiler, Air pollution load, Soot and dust, Kakogawa Factory	g/Nm <sup>3</sup>	-	-	-	-	<0.01	<0.01	<0.01	<0.002	<0.002	<0.002	<0.002	0.1	Air Pollution Control Act	Pollution control ordinance of Hyogo Prefecture	

**Consolidated Non-Financial Data**

Years ended December 31		Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023
Consolidated number of employees		Persons	33,197	33,792	36,650	37,852	39,233	39,298	40,055	40,365	39,975
Number of domestic employees		Persons			11,606	11,674	11,837	11,856	12,008	12,085	12,026
Number of employees (non-consolidated basis)		Persons			6,666	7,175	7,325	7,321	7,573	7,734	7,705
Number of overseas employees		Persons	-	-	25,044	26,178	27,396	27,442	28,047	28,280	27,949
Average years of service (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))	Average years	Years old	-	-	-	-	40.2	40.2	40.3	40.6	40.5
	Men	Years old	-	-	-	-	-	37.8	39.8	39.7	40.6
	Women	Years old	-	-	-	-	-	37.9	40.3	40.4	41
Number of employees by gender (regular employees of Sumitomo Rubber Industries, Ltd.)	Total	Persons	5,565	5,617	5,504	5,972	6,122	6,326	6,476	6,670	6,848
	Men	Persons	5,178	5,204	5,082	5,456	5,566	5,715	5,821	5,969	6,112
	Women	Persons	387	413	422	516	556	611	655	701	736
Average years of service (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))	Men	Years	16.8	16.7	16.4	16.3	16.1	16.2	15.7	14.4	15.2
	Women	Years	13.3	13.3	13	12.6	12.2	12.5	11.8	11.3	11.7
Ratio of female employees to the total number of employees (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	7	8	8	9	11	11	12	12	12
Ratio of female managers to the total number of managers (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	-	-	-	-	-	3.4	3.3	3.8	4.3
Ratio of women to the total number of career-track employees (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	-	-	-	-	-	11	12	13	12
Ratio of women to the total number of non-career-track employees (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	-	-	-	-	-	76	77	77	78
Ratio of foreign national employees to the total number of employees (excluding technical trainees) (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	0.4	0.5	0.4	0.5	0.5	0.5	0.5	0.5	0.5
Ratio of employees with disabilities to the total number of employees (including those hired by a special-purpose subsidiary)		%	2.3	2.2	2.3	2.2	2.2	2.3	2.3	2.4	2.6
Number of new hires (non-consolidated basis)		Persons	228	207	322	355	427	283	557	518	401
Ratio of new female employees to the total number of new employees (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		%	29	30	28	27	26	26	22	36	35
Number of mid-career hires (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		Persons	-	-	-	-	-	45	70	106	115
Number of rehired retirees (non-consolidated basis)		Persons	94	117	102	83	85	73	110	118	122
Ratio of rehired retirees (non-consolidated basis)		%	73.4	74.1	73.4	65.4	84.5	82	84	84.3	87.1
Turnover rate (non-consolidated basis)		%	3.2	3.5	3.9	3.8	3.2	3.4	3.6	4.3	4.6
Ratio of employees using childcare leave system to the total number of eligible employees (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))	Men	%	0.8	0.4	2.1	2.3	3.8	5.4	15.0	19.9	49.8
	Women	%	100	100	100	100	100	100	100	100	100
Short-time workers (new applicants for the fiscal year) (non-consolidated basis)	Men	Persons	2	3	1	1	2	0	0	0	2
	Women	Persons	23	11	14	15	22	17	20	20	28
Nursing-care leave (non-consolidated basis)	Men	Persons	1	2	2	2	2	0	2	1	1
	Women	Persons	0	0	0	1	0	0	0	0	1
Average wage difference between men and women (women's wages as percentage of men's) (non-consolidated basis)	Full-time employees	-	-	-	-	-	-	-	-	70.5	69.6
	All direct employees	-	-	-	-	-	-	-	-	74.3	68.9
Number of patents (Japan and overseas)		cases	7,175	8,042	8,808	8,789	8,709	8,883	9,511	9,777	8,948
Tire production capacity		t/month	60,660	61,500	63,200	65,000	66,850	68,500	68,800	69,000	69,930
Number of complaints and whistleblowing incidents filed by employees with the Corporate Ethics Helpline (Compliance Consultation office) (Sumitomo Rubber Industries, Ltd. (non-consolidated basis))		cases	14	13	13	23	25	29	24	48	65
Total amount of Sumitomo Rubber Industries CSR Fund subsidy		thousand yen	694	696	785	893	1,109	1,314	1,410	1,470	1,243