

Sustainability Report 2026

SUMCO Sustainability Report

SUMCO

Sustainability Report 2026

CONTENTS

The SUMCO Group's Sustainability

Executive Officer Message	04
CSR and Sustainability Promotion Structure	05
SUMCO Vision	06
SUMCO CSR Policy	08
The SUMCO Group's Business Activities and the Sustainable Development Goals (SDGs)	09
Materiality (Key Issues)	13

Governance

Corporate Governance	19
Compliance	27
Risk Management	30
SUMCO Group Taxation Policies	34
Steady Progress in Digital Transformation (DX)	36

Environmental

Environmental Management	41
Environmental Load of Business Activities	46
Combating Global Warming	53
Reduction of Waste	56
Effective Use of Water Resources	57

Chemical Substance Management	59
Initiatives for Biodiversity Activities	60
Disclosure Based on TCFD Recommendations	61
Disclosure Based on TNFD Recommendations	65

Social

Speedy, Accurate and Fair Disclosure of Corporate Information	74
The Pursuit of Quality and Reliability	75
Supply Chain	78
Respect for Human Rights	82
Human Resources Development and Utilization	86
Support Raising Next-Generation Children	93
SUMCO Group Basic Policy on Safety and Health / SUMCO Group Health Declaration	94
Initiatives for Safety and Health	95
Health and Productivity Management Initiatives	102
Community-based Social Contribution Activities	110
Social Data (personnel)	115

Data

Site Data (2025 results)	117
--------------------------	-----

Editorial Policy

The objective of this report is to convey the SUMCO Groups' stance on CSR and report its activities to stakeholders in order to enhance their understanding and earn their support. This report has been prepared with reference to portions of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, Standards.

Period Covered

January 2025 to December 2025
Data for periods outside the above are noted as such.

Organizations Covered

SUMCO Corporation and its Group companies.

"SUMCO" and "the Company" as used in this report refers to SUMCO Corporation. The Financial Highlights cover SUMCO Corporation and its consolidated subsidiaries. Other performance data outside the above scope are noted as such.

Publication

July 2026

Note Regarding Forward-Looking Statements

Projections, predictions, prospects, and other forward-looking statements contained in this report are made by the Company based on the information available at the time of the release of the statements and therefore are subject to risks and uncertainties. Due to various factors, actual results may vary significantly from results anticipated in the forward-looking statements.

The SUMCO Group's Sustainability

Executive Officer Message	04
CSR and Sustainability Promotion Structure	05
SUMCO Vision	06
SUMCO CSR Policy	08
The SUMCO Group's Business Activities and the Sustainable Development Goals (SDGs)	09
Materiality (Key Issues)	13

Executive Officer Message

Representative Director, Executive Vice President,
Executive Officer Responsible for Sustainability Promotion
Naruya Hirota

Contributing to Society through SUMCO's Silicon Wafers

Semiconductor devices are used in every facet of our lives, from information terminal devices such as smartphones and personal computers, communications equipment essential for remote work, which has rapidly expanded in recent years, data centers that process and store large volumes of electronic data, including AI servers, home appliances including televisions and air conditioners, medical devices that affect human lives, through to automobiles, trains and other vehicles. Providing the technological base for such devices, silicon wafers can also be considered critically important as a key material in maintaining today's standard of living.

Additionally, the SUMCO Group's silicon wafers are used in various devices that are indispensable for saving energy, promoting clean energy, and reducing greenhouse gas emissions, such as power-saving semiconductor devices, IGBTs for electric vehicles (EV) and hybrid vehicles, and power-management devices for renewable energy such as solar and wind power generation.

The SUMCO Group will continue to contribute to the development of industries, improvement of quality of life, solving social issues, and the realization of a sustainable society through the stable supply of silicon wafers that support our daily lives and the technological development of cutting-edge silicon wafers that drive the advancement of semiconductor devices.

Promotion of CSR and Sustainability Activities

Aiming to be a Good Corporate Citizen, the SUMCO Group has established the SUMCO CSR Policy, identified priority issues to be addressed to solve social issues and enhance sustainable corporate value as 'materiality,' and is actively engaged in CSR and sustainability promotion activities to achieve the goals. For example, in our activities to combat global warming, which is one of our Materialities, we are strengthening our initiatives by raising our Net Zero targets based on the 1.5°C scenario, and we obtained SBT (Science Based Targets) certification in June 2025. In recognition of these efforts, we received the "Excellent Contribution in Green Manufacturing" award from Taiwan Semiconductor Manufacturing Company, Ltd. (TSMC) in 2025.

Furthermore, we enhance our organizational structure, to strengthen CSR and sustainability activities by establishing the Sustainability Promotion Department as a dedicated department under direct control of TOP management, regularly holding "Sustainability Promotion Council", and conducting deliberations at Board of Directors meetings. The SUMCO Group will continue to actively adopt ideas and requests of stakeholders and enhance CSR and sustainability activities.



Excellent Contribution in
Green Manufacturing
(TSMC)

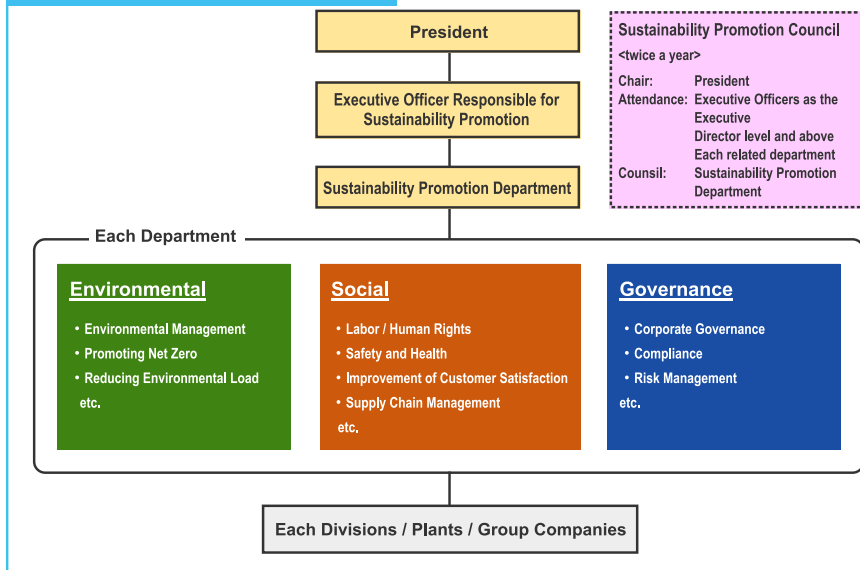
► To ESG-oriented Investors

CSR and Sustainability Promotion Structure

CSR and Sustainability Promotion Structure

SUMCO provides high-quality silicon wafer products that help solve environmental and social issues while also promoting sustainability activities that address environmental, social, and governance issues within our own business processes. In our activities, we have established the “Sustainability Promotion Council,” chaired by President, with the attendance of Executive Officers at the managing level and above. Additionally, we have appointed an “Executive Officer Responsible for Sustainability Promotion” to oversee sustainability promotion activities. The Sustainability Promotion Council is held, in principle, twice a year, focusing on materiality (key issues) identified in each E/S/G area. During these councils, each division reports on and deliberates their sustainability promotion activities. The main contents are annually and regularly reported to the Board of Directors by the Executive Officer Responsible for Sustainability Promotion, and active discussions are held with the participation of Outside Directors.

Sustainability Promotion Structure



Relationships with Stakeholders

SUMCO endeavors to fulfill its responsibilities to stakeholders, who support our business activities.



► To ESG-oriented Investors

SUMCO Vision

SUMCO Strives to be an Excellent Company through the Combined Power of All Its Employees

1. World's Best in Technology

SUMCO's technological capabilities and abilities to ensure stable supply of products has earned high praise from customers, and has been officially recognized by many semiconductor manufacturers with excellent supplier awards.

In 2025, we received the 2025 Excellent Performance Award for the twelve consecutive year from Taiwan Semiconductor Manufacturing Co., Ltd. (TSMC), the world's largest foundry. We also received the 2025 Best Partner Award from Samsung, the world's largest semiconductor memory manufacturer, due to our contribution for such as developing silicon wafers for advanced devices. Based on this strong recognition, we will continue to promote collaboration with our customers based on long-term commitment and mutual trust, and focus on further improving our technical capabilities.



2025 Excellent Performance Award from TSMC



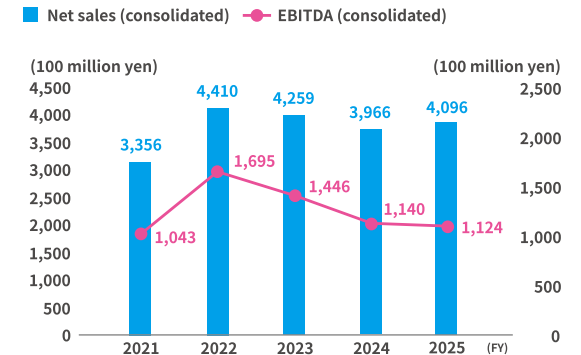
2025 Best Partner Award from Samsung

2. Stable Profitability Even During Economic Downturns

The silicon wafer market is characterized by major short-term changes in its business environment. The SUMCO Group has been working to achieve a revenue structure that stable profitability even during economic downturns, and we are striving to improve our earnings.

Moving forward, we will continue to strive for a corporate structure that ensures higher earnings through initiatives such as product differentiation from competitors, enhanced productivity with the utilization of AI, rapid response to customer requirements, and efforts in cost reduction.

Net sales / EBITDA



*EBITDA = Operating profit + Operating Depreciation + Amortization of Goodwill

3. Empower Employee Awareness of Profit

All employees of the SUMCO Group share the SUMCO Vision, maintain an awareness of profit and cost, and work to identify and solve issues. To cultivate this awareness among employees, Top management regularly holds management briefings to all employees in order to share the management issues facing the Group in the current business environment change.

We also recognize that without high levels of employee motivation, we will be unable to realize the SUMCO Vision of becoming "World's Best in Technology" and "Stable Profitability Even during Economic Downturns." The SUMCO Group works to boost employee motivation by establishing a variety of award systems to appropriately recognize and reward employees' efforts and achievements.

Moreover, SUMCO actively promotes the creation of a comfortable working environment for our employees by offering a diverse range of work options and working support measures that can be tailored to the stage of each individual's life. In addition, we are advancing initiatives to support the balance between work and childcare, such as establishing an on-site nursery school at our largest facility, the Kyushu Factory (Imari), and providing a childcare support allowance as a subsidy for childcare expenses.

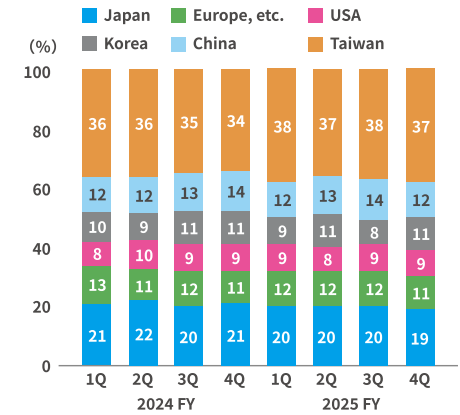


SUMCO Group Technical Presentation Contest

4. Competitiveness in Overseas Markets

In addition to Japan, the SUMCO Group has plants in the United States, Taiwan and Indonesia, as well as a network of sales offices in various parts of the world, allowing us to supply silicon wafers to semiconductor manufacturers around the world. Nearly 80% of our sales come from the overseas market and we are proud to count all of the top 10 global companies in semiconductor sales among the customers of the SUMCO Group. The solid and longstanding relationships of trust developed with these customers represent a significant advantage to the SUMCO Group, and to further reinforce this advantage, we actively cultivate talented global human resources regardless of nationality.

Sales composition by region



► To ESG-oriented Investors

SUMCO CSR Policy

1. Supported by its cutting edge technology, SUMCO shall steadily provide products and service with excellent quality, ability and safety, shall win customers' satisfaction and trust, and shall contribute to the sustainable development of society.
2. SUMCO shall produce legitimate profits, grow corporate value, proceed with timely and appropriate disclosure to the public, and aim at returns to its shareholders and investors.
3. SUMCO shall comply with law and regulations, international rules, and social norms, shall implement risk management, and shall maintain business continuity.
4. SUMCO shall choose its suppliers by fair and rational standards, establish mutual confidence, and prosper together.
5. SUMCO shall manage environmental activities, make use of resources and energy efficiently, and control emission.
6. SUMCO shall maintain safe, healthy, comfortable and appropriate workplaces for everybody working in SUMCO, shall have a high regard for human rights, ability and personality, and shall realize fair and diverse ways of working.
7. SUMCO shall respect various cultures and histories, and shall interact with society and local communities.

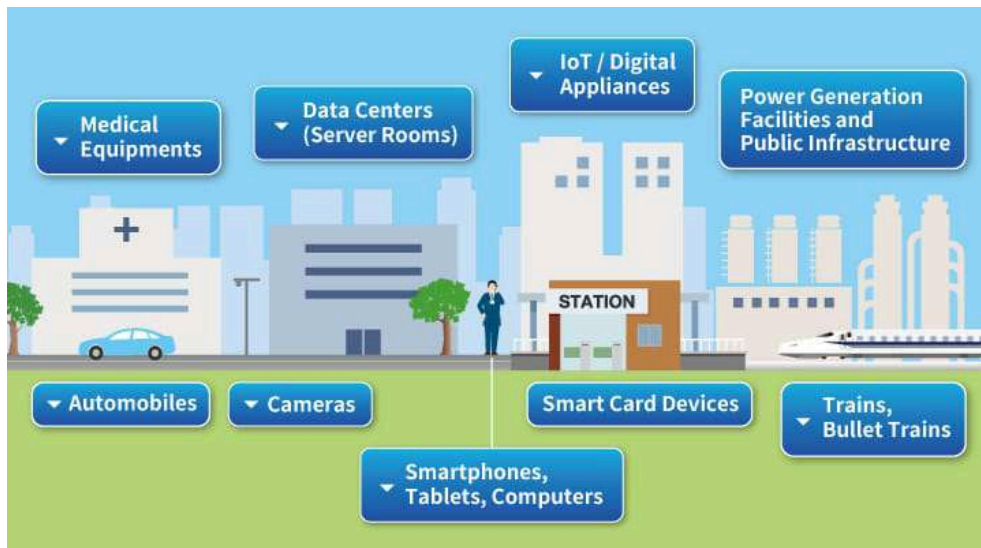
► To ESG-oriented Investors

The SUMCO Group's Business Activities and the Sustainable Development Goals (SDGs)

Silicon wafer products from SUMCO are not seen first-hand in everyday life, but they are essential to the manufacturing of the semiconductor devices equipped in all manner of electronic products that enrich our lives.

To fulfill our responsibilities as one of the companies supporting social infrastructure, SUMCO utilizes the SDGs as indicators of the medium-to-long-term demands of the international community and makes every effort to realize a sustainable society.

SUMCO Products that Support Our Lives



Data Centers (Server Rooms)



With smartphones and computers becoming increasingly sophisticated and the expanding use of generative AI, vast quantities of data in the form of high-quality photographs and videos are being processed in the cloud and stored in data centers. SUMCO's high-precision leading-edge silicon wafers are used for the memory and logic chips that store and process these enormous volumes of data.

Smartphones, Tablets, Computers



Large numbers of cutting-edge semiconductors are used in telecommunications equipment including logic chips to run various applications such as email and internet browsing, image sensors for capturing images, and memory to store data. Every year, the functions of these semiconductors become more sophisticated, and they are made using SUMCO silicon wafers.

Automobiles



Numerous semiconductor devices are at work inside motor vehicles. An extremely high level of quality and reliability is required for silicon wafers to be used for motor control in electric vehicles (EV) and hybrid vehicles (HV/ PHV) and for driver assistance systems such as self-driving, automatic braking and lane-keeping functions.

IoT / Digital Appliances



IoT devices, including wearable devices and digital appliances that can be operated via smartphone, are connected to the internet. SUMCO's silicon wafers are used in the data communication semiconductors and sensors equipped in these devices.

Cameras



Digital cameras record precious memories while security cameras protect public safety. As the "eye" of these cameras in taking videos and images, semiconductor devices called image sensors are used. The high quality and reliability of these image sensors are also supported by SUMCO's silicon wafers.

Trains, Bullet Trains



Devices called power semiconductors are used to control electric power. These devices are technically complex and require reliable control of large amounts of power and power saving performance, making this a specialized field. Power supply control for heavy electric machinery, in particular, such as electric trains that use power of over 1000V, requires special know-how for the silicon wafers, as well.

Medical Equipments



In the medical field, medical equipment has continued to evolve, with the advent of high-precision diagnostic imaging equipment and surgery robots capable of precise control. A large number of silicon wafers are used in these medical devices, and the silicon wafers that serve as their substrates require high reliability, especially as human lives are involved. SUMCO's silicon wafers contribute to the advance of medicine.

SUMCO's products are also used in other areas.

Power Generation Facilities and Public Infrastructure



Smart Card Devices



Contributing to the SDGs Through Our Products

Contributing to the digital infrastructure supporting our daily lives

Silicon wafers that serve as the basic materials for semiconductor devices used in a wide range of areas including computers, communications equipment, automobiles, digital appliances, data centers, medical equipment, urban infrastructure and smart card devices



Creating innovation

Silicon wafers that support the miniaturization of semiconductors to usher in an era of industrial and technical innovation, and the utilization of big data, through IoT, AI and robots

Contributing to reduce traffic accidents

Silicon wafers for the automotive semiconductor devices supporting driver assistance systems such as self-driving and automatic braking



Contributing to make cities secure and safe

Silicon wafers for security cameras, communication network tools utilized in smart grid system and various IoT tools

Contributing to improved energy efficiency

Silicon wafers for power-saving devices used in automobiles, trains/bullet trains, power generation facilities and so forth



Contributing to curb greenhouse gas emissions

Silicon wafers for IGBTs which are utilized for electric vehicles (EV) and hybrid vehicles (HV, PHV)

Silicon wafers for power-management devices which are utilized for renewable energy generation system such as solar power and wind power

Contributing to the SDGs Through Business Processes

Promoting eco-friendly corporate activities

- ▶ Initiatives to combat global warming
- ▶ Initiatives to reduce waste
- ▶ Effective utilization of water resources
- ▶ Initiatives for Biodiversity Activities
- ▶ Participation in local cleaning activities and environmental conservation initiatives
- ▶ Publication of an environmental report on the company website



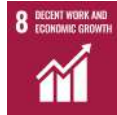
Supporting the success of women in the workplace

- ▶ Establishing an in-house nursery school and improving the childcare allowance scheme, etc.
- ▶ Prohibiting discrimination on the basis of gender and clearly stating it in the SUMCO Charter



Promoting a safe and secure working environment

- ▶ Developing and utilizing diverse human resources
- ▶ Initiatives aimed at safety, health and hygiene



Promoting compliance and fair business activities

- ▶ Initiatives to prevent bribery and other forms of corruption
- ▶ Implementing CSR procurement based on CSR Procurement Policy in the supply chain



Support activities for Non-Profit Organizations, welfare institutions, and other facilities

- ▶ Activities with Non-Profit Organizations, etc.
- ▶ Participation in emergency drills at welfare institutions

**Support for education**

- ▶ Educational Activities in Local Communities
- ▶ Provision of apprenticeship programs
- ▶ Provision of scholarship programs

**About the SDGs**

SDGs, or the Sustainable Development Goals, refer to the goals laid at in "Agenda 2030", which was adopted at the "United Nations Sustainable Development Summit" in September 2015. The SDGs comprise 17 goals and 169 targets to be achieved by the year 2030.

The goals and targets of the SDGs comprehensively deal with the various issues faced in the areas of the economy, industry and society. As the central figures of economic activities, companies are expected to play a key role as one of the main parties responsible for achieving the SDGs.

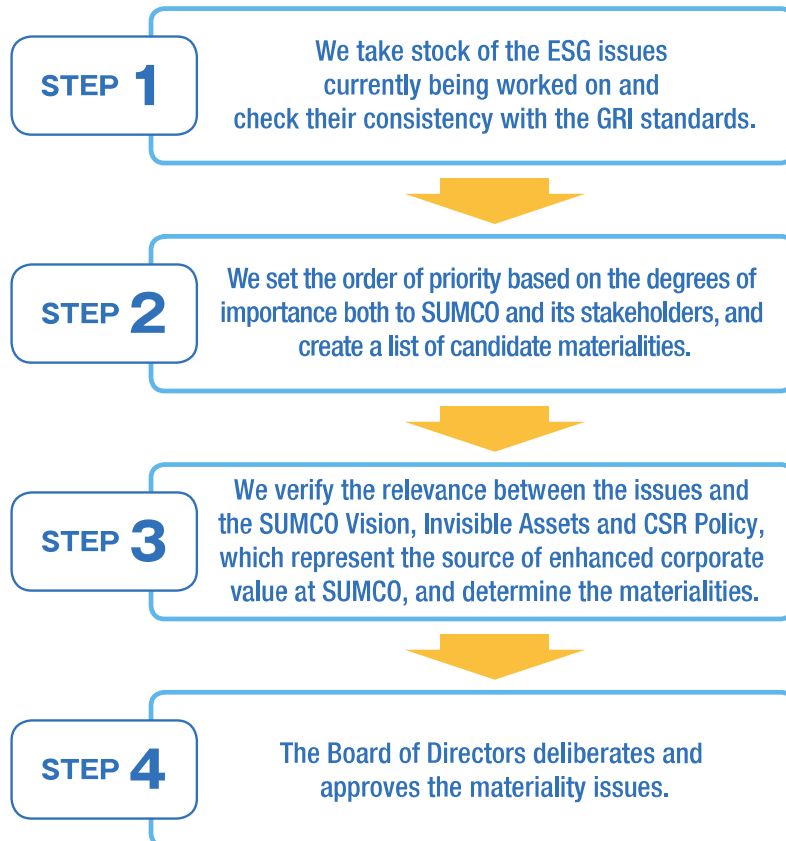
* To learn more about the SDGs, check the appropriate sections on the United Nations website, starting with the "[Sustainable Development Goals Knowledge Platform](#) ".

- ▶ To ESG-oriented Investors

Materiality (Key Issues)

As materialities, SUMCO identifies those issues it will address on a priority basis to solve social issues and enhance corporate value in a sustainable manner while responding to demands from stakeholders. SUMCO engages in ESG activities to achieve the materiality targets.

The Materiality Identification Process



SUMCO
Vision

- 1 World's Best in Technology
- 2 Stable Profitability Even During Economic Downturns
- 3 Empower Employee Awareness of Profit
- 4 Competitiveness in Overseas Markets

Invisible assets



SUMCO Materiality

Environmental (E)

Social (S)

Governance (G)

	Materiality	Material Issue Themes	Reasons for Identification
E	Combatting global warming	Net Zero	Reducing the environmental impact in our business activities is a corporate responsibility for the future.
	Resource conservation activities	Effective utilization of water resources	To ensure that our precious global environment is passed on to the future generation, the SUMCO Group has developed an environmental management system and obtained ISO 14001 certification for all of its plants. We also conduct environmentally friendly production activities including the prevention of global warming, the effective utilization of water resources and the recycling of wastes.
	Contributing to the creation of a recycling-oriented society	Waste management	To enhance our initiatives preventing global warming, we established and address new targets aimed at achieving Net Zero.
S	Health, hygiene and safety initiatives	Prevention of occupational accidents	Under the principle that "the safety and health of employees take the highest priority over all," the SUMCO Group is committed to "creating a safe and pleasant workplace environment supporting good mental and physical health" through active communication in which all parties participate.
		Maintenance of health and productivity management	On safety, we work to maintain and improve our occupational safety management system with the aim of creating a safe workplace free from occupational accidents, and with regard to health management, activities are focused on the three issues of mental health, smoking cessation and lifestyle habits.

	Materiality	Material Issue Themes	Reasons for Identification
S	Human resources development	Enhancement of training	To be the "World's Best in Technology" and "Empower Employee Awareness of Profit" as declared in the SUMCO vision, we will continue to invest in human resources and make enhancements to our career development program. We will enhance training opportunities with a multi-faceted approach that covers everyone from new employees to managers and officers.
	Promotion of women's active participation	Raising the percentage of women in management positions	We have set medium-term targets for percentage of women in management positions to increase diversity and to boost women's active participation. We will enhance our initiatives to create a more favorable working environment for women.
	R&D and technological capabilities supporting customer value creation	Contributions as a development partner	The source of enhanced corporate value is R&D and technological capabilities that support customer value creation through our "invisible assets," and as a development partner to customers, SUMCO enjoys a high global market share in cutting-edge products. Moreover, we will contribute to the achievement of the SDGs by supporting advances in semiconductors.
		Increasing customer satisfaction	To continually maintain our "first call" status as a company, we value close communication with customers. By quickly providing customers with the products that meet their needs while continuing with performance checks and follow-ups, we build robust relationships of trust. We analyze the information customers provide through QCDS (quality, cost, delivery and service) evaluations, share the insights with management and relevant departments, direct what we have learned into improvement activities and strive to improve customer satisfaction levels.

	Materiality	Material Issue Themes	Reasons for Identification
S	Promoting CSR procurement and mitigating procurement risks	Promoting firm establishment of the CSR Procurement Policy	We believe it is important to share CSR-related societal demands with our suppliers and jointly tackle issues in the supply chain such as human rights, labor, safety, the environment and ethics. We share the SUMCO CSR Procurement Policy with suppliers through briefing sessions, audits and other activities, and promote responsible procurement activities.
		Strengthening BCP in materials procurement	Supply chain risk management is an important issue and a theme to which customers also have high levels of interest. SUMCO secures appropriate levels of inventory in line with risks, pursues advance preparations such as ensuring multiple procurement sources under normal circumstances, and has established the necessary systems to minimize the impacts on production in the event of a disaster or accident.
	Communication with shareholders and investors	Enhancement of IR activities	We fully recognize that the timely and appropriate disclosure of corporate information to investors forms the basis of a sound stock market and have adopted the basic policy of continually ensuring the prompt, accurate and fair disclosure of corporate information from the perspective of investors. We proactively disclose any information that is beneficial to investment decisions, such as medium-to-long-term demand forecasts for the silicon wafer market based on end product demand forecasts.

	Materiality	Material Issue Themes	Reasons for Identification
G	Enhancing risk management	Initiatives to develop BCP	The silicon wafer business is a critical industry supporting an IT-based society, and the SUMCO Group is responsible for ensuring the stable supply of silicon wafers to the world's semiconductor device manufacturers. The Business Security Committee (BSC), which is an organization responsible for risk management, promotes risk management activities while working to improve business continuity and the ability to respond in an emergency through periodic training.
	Promoting compliance	Ongoing enhancement of compliance awareness	Ensuring compliance with laws, regulations and social norms to be observed forms the basis for SUMCO fulfilling its social responsibilities and is also essential for the sustainable growth of corporate value. Training on topics including the SUMCO Charter of Corporate Conduct, which prescribes the norms to be observed by employees, is conducted regularly for all employees as part of ongoing efforts to strengthen awareness of compliance.

SUMCO Materiality Targets

	Materiality	Material Issue Themes	Targets
E	Combatting global warming	Net Zero	By 2030, reduce GHG emissions (Scope 1+2:domestic and overseas) by 42% compared with 2030 levels (6.0% annual reduction); and by 2050, reduce by 100% (Net Zero)
	Resource conservation activities	Effective utilization of water resources	High and stable water recycling rate
	Contributing to the creation of a recycling-oriented society	Waste management	Conversion of waste into valuable resources and improved recycling rate

	Materiality	Material Issue Themes	Targets
S	Health, hygiene and safety initiatives	Prevention of occupational accidents	Accident frequency rate of 0.3 or lower
		Maintenance of health and productivity management	Maintaining ERI-adjusted general health risk at 100 or lower
	Human resources development	Enhancement of training	Increasing training time compared with the previous year including web-based training time
	Promotion of women's active participation	Raising the percentage of women in management positions	(SUMCO* ¹) the end of December 2021: 1%→2030: 10% (Group) the end of December 2021: 6.5%→2030: 12%
	R&D and technological capabilities supporting customer value creation	Contributions as a development partner	Maintaining a worldwide share of over 50% in cutting-edge fields
		Increasing customer satisfaction	Maintaining high evaluation with the leading customer satisfaction score
	Promoting CSR procurement and mitigating procurement risks	Promoting firm establishment of the CSR Procurement Policy	Holding briefing sessions for suppliers and conducting CSR audits
		Strengthening BCP in materials procurement	Continuing to maintain multiple procurement sources and implementing supplier safety training
	Communication with shareholders and investors	Enhancement of IR activities	Maintaining and continuing the number of IR activities for investors
	Enhancing risk management	Initiatives to develop BCP	Implementing BCP training
G	Promoting compliance	Ongoing enhancement of compliance awareness	Implementing compliance education

*1 Total figures include the number of Sumco employees assigned to other companies and exclude secondees to Sumco Corporation from other companies.

SUMCO Materiality Initiatives and Achievements in 2025

In pursuit of medium- to long- term targets, SUMCO works on continuous improvement.

Our initiatives and achievements in 2025 are as outlined below.

	Materiality	Material Issue Themes	Initiatives and Achievements in 2025
E	Combatting global warming	Net Zero	A 12.0% reduction (from 2023 levels) was achieved in fiscal 2025, exceeding the 12.0% target for that year.
	Resource conservation activities	Effective utilization of water resources	A water recycling rate was maintained at the level in previous years of 38.9%.
	Contributing to the creation of a recycling-oriented society	Waste management	The recycling rate of industrial waste was 82.5%, slightly increase from the level in the last year.
S	Health, hygiene and safety initiatives	Prevention of occupational accidents	Although we carried out several regular safety education and training, working to raise safety awareness, the lost work day accident frequency rate was 0.47 compared to the target of 0.2.
		Maintenance of health and productivity management	Our ERI-adjusted overall health risk for fiscal year 2025 is 90, we have remained a favorable situation. Aware that the good health of employees is a key management resource, we took initiatives toward maintaining and promoting health and improving the working environment.
	Human resources development	Enhancement of training	Time devoted to training in 2025 rose by around 2,223 hours, or 7.6%, from the previous year. We sought to make training more effective, with online training as the norm.
	Promotion of women's active participation	Raising the percentage of women in management positions	In 2025, we achieved a 2.6% increase in SUMCO* ¹ and 8.8% increase on a consolidated base. Besides enhancing diverse working arrangements that support women's active participation, we actively promoted mid-career hiring of women.
	R&D and technological capabilities supporting customer value creation	Contributions as a development partner	We continued to boast a worldwide share of over 50% in wafers for leading-edge logic chips. We maintained our top supplier position, winning customer recognition as a development partner for our high technology development capability and consistent quality.
		Increasing customer satisfaction	We again achieved an overall average rating of 85 points or higher (100 point scale) in supplier evaluations by customers. By sharing the supplier evaluations throughout the Group and reflecting them in improvement activities in each division, we won high ratings from customers in quality and technology.

	Materiality	Material Issue Themes	Initiatives and Achievements in 2025
S	Promoting CSR procurement and mitigating procurement risks	Promoting firm establishment of the CSR Procurement Policy	We explained our CSR Procurement Policy in briefing sessions for suppliers, and worked to further instill the policy. CSR audits of suppliers were conducted.
		Strengthening BCP in materials procurement	We promoted to diversify our procurement sources as a hedge against the risk of disasters and accidents. In addition, we held supplier safety education sessions, for each of the plants.
	Communication with shareholders and investors	Enhancement of IR activities	Through continuous dialogue with investors, we've make effort to provide any information that contributes to enhancing our corporate value.
G	Enhancing risk management	Initiatives to develop BCP	Again in 2025, we worked on further developing BCP based on the findings in the previous year by the Business Security Committee (BSC). We also held drills to prepare for the loss of headquarter functions in the event of an earthquake directly under Tokyo, as well as conducting comprehensive disaster prevention drills and BCP drills at each plant to prepare for accidents.
	Promoting compliance	Ongoing enhancement of compliance awareness	Again in 2025, we conducted training for all employees on the SUMCO Charter of Corporate Conduct, by e-learning and other means.

*1 Total figures include the number of Sumco employees assigned to other companies and exclude secondees to Sumco Corporation from other companies

► To ESG-oriented Investors

Governance

Corporate Governance	19
Compliance	27
Risk Management	30
SUMCO Group Taxation Policies	34
Steady Progress in Digital Transformation (DX)	36

Corporate Governance

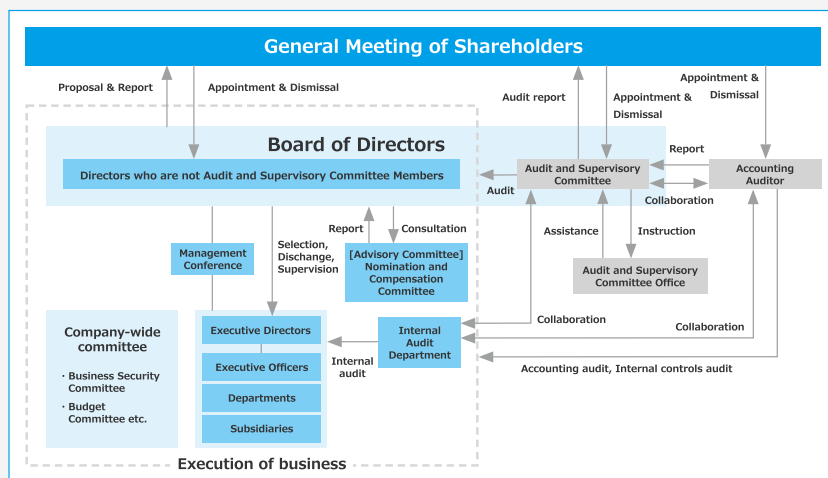
Why SUMCO Tackles Corporate Governance

SUMCO recognizes that it is a critical management challenge to fulfill its mandate from shareholders by achieving sustainable growth and improving corporate value in the medium-to-long-term, while building and maintaining positive relationships with other stakeholders. Based on this recognition, SUMCO pursues a range of measures related to corporate governance, such as reinforcing the auditing and supervisory functions of the Board of Directors, ensuring efficiency in how Directors execute their duties and improving internal controls within the SUMCO Group, in order to achieve swift management decision-making and to ensure transparency and fairness in the execution of business.

Basic Stance on Corporate Governance Structure

SUMCO is organized as a company with an Audit and Supervisory Committee. By adopting this system, the effectiveness of supervision and auditing has been enhanced through audits conducted by Directors who are Audit and Supervisory Committee Members and have voting rights at Board of Directors meetings. In addition, the effectiveness of internal controls has been enhanced through audits conducted in cooperation with the Internal Audit Department.

Corporate Governance Structure



Board of Directors

SUMCO's Board of Directors comprises internal Directors with a proven record of performance in their respective areas of responsibility and outstanding management abilities, along with Outside Directors with expert knowledge and extensive experience, based on the basic stance of SUMCO to ensure an overall balance and diversity in knowledge, experience and capabilities of the Board of Directors. The Board of Directors comprises six Directors (excluding Directors who are Audit & Supervisory Committee Members) and seven Directors who are members of the Audit & Supervisory Committee (six of whom are Independent Outside Directors).

In accordance with legal statutes, the Articles of Incorporation and the Rules of the Board of Directors, the Board of Directors makes decisions on management strategy, management plans, and other such important matters relating to business. It receives reports from every Director on the status of the execution of duties and it exercises supervision of compliance, internal controls, risk management, and important business execution at affiliated companies. With the participation of Independent Outside Directors, the Board of Directors also engages in the free exchange of opinions regarding the appropriate evaluation of company performance and related matters, and reflects that evaluation in the personnel administration of senior management members.

It is also our basic company policy that matters relating to financial results and so on, matters relating to management plans, and the execution of other such important operations should be decided after adequate discussion by the Board of Directors, including the Independent Outside Directors. For this reason, the Articles of Incorporation do not stipulate that decisions on the execution of important business can be delegated to each Director.

The effectiveness of the Board of Directors is evaluated each year in order to continually enhance the effectiveness of corporate governance.

Assessment Process

- | | |
|---|---|
| 1 | An external agency conducted written surveys of all directors regarding the composition and operation of the board, management strategy and business strategy, risk management, nomination and compensation, and dialogue with shareholders and other stakeholders. |
| 2 | The survey results were reported to the Board of Directors, which, following an analysis and assessment of the overall effectiveness of the board, deliberated on issues that needed to be dealt with and how to address them. |

Assessment Results in Fiscal 2025**(1) Effectiveness of the Board of Directors**

The respondents felt that the effectiveness of the Board of Directors was largely ensured.

(2) Response to issues identified in the previous fiscal year

It was found that some progress had been made on raising the understanding of the business environment and other such matters by outside directors, an issue that was identified last year. Action taken included providing information at more appropriate junctures, implementing operational adjustments designed to foster exchanges of views, and holding open discussion sessions attended by all directors twice a year.

(3) Issues identified this fiscal year

The following two issues were identified.

- ① The need to enhance reporting of the Nomination and Compensation Committee's activities to the Board of Directors
- ② The need to further enhance discussions of medium- to long-term management strategy.

Action to Be Taken on Issues Identified Based on This Year's Assessment Results

(a) Reporting of the Nomination and Compensation Committee's activities to the Board of Directors will be enhanced.

(b) Discussions of medium- to long-term management strategy will be further enhanced by making more extensive use and improving the quality of open discussion sessions attended by all directors.

In fiscal year 2025, the Board of Directors met 16 times to discuss important matters concerning management, address issues identified in the Board of Directors effectiveness evaluation conducted in the previous fiscal year, and discuss the remuneration policy and method for determining remuneration of Directors (excluding Outside Directors and Directors who are Members of the Audit & Supervisory Committee) and the amount of remuneration for individuals.

Directors

Position in the Company	Name	Skills (expertise, experience, capability, etc.) possessed by each Director						
		Corporate Management	Finance/ Accounting	Legal Affairs/ Compliance	Sales/ Marketing	Internationality/ Globality	Technology/ Manufacturing/ IT	Human Resources Management/ Human Resources Development
Director *1 Chairman of the Board	Jiro Ryuta	●			●	●	●	●
Director *1	Shinichi Kubozoe	●	●	●				●
Director *1	Naruya Hirota	●					●	●
Director	Takeo Katoh	●			●	●	●	●
Director	Ginji Yada				●	●		●
Director	Mayuki Hashimoto	●	●			●	●	●
Director Full-time Audit and Supervisory Committee member	Hiroshi Itoh		●					●
Director *2 Audit and Supervisory Committee member	Shinichiro Ota	●		●		●		●
Director *2 Audit and Supervisory Committee member	Masahiko Sue					●	●	●
Director *2 Audit and Supervisory Committee member	Amy Shigemi Hatta	●	●			●		●

Position in the Company	Name	Skills (expertise, experience, capability, etc.) possessed by each Director						
		Corporate Management	Finance/ Accounting	Legal Affairs/ Compliance	Sales/ Marketing	Internationality/ Globality	Technology/ Manufacturing/ IT	Human Resources Management/ Human Resources Development
Director *2 Audit and Supervisory Committee member	Anita Killian	●	●			●		●
Director *2 Audit and Supervisory Committee member	Hyo Kambayashi	●	●			●		●
Director *2 Audit and Supervisory Committee member	Kishiko Wada			●				●

*1 Representative Director

*2 Independent Outside Director

Independent Outside Directors

SUMCO has appointed six Independent Outside Directors.; One is a person with wide experience and knowledge cultivated through experience in the public sector as well as many years of experience in corporate management; one is a person with expert knowledge and experiences in data science, etc., cultivated through experience in the public sector and education fields; one is a person with expert knowledge and experience related to the capital market, cultivated through experience in pension investment institutions and institutional investors; one is a person with expert knowledge and experience related to management analysis in the semiconductor and IT hardware industries, cultivated through her duties as a securities analyst; one is a certified public accountant with many years of experience in corporate management; and one is an attorney.

Each Outside Director satisfies SUMCO's "Criteria of Independence" established in accordance with Tokyo Stock Exchange standards on the independence of Independent Directors, and has been verified to be free of potential conflicts of interest with general shareholders.

In an effort to ensure the sustained growth of the SUMCO Group and increase its corporate value over the medium-to-long-term, the Independent Outside Directors provide advice on important matters related to management based on their own individual knowledge and take the perspective of minority shareholders and other stakeholders in supervising management. They participate in the appointment of candidates for Director and other important decision-making by the Board of Directors, and supervise business execution by the Board of Directors, senior management and others as well as conflicts of interest between SUMCO and senior management and others.

Audit and Supervisory Committee

SUMCO's Audit and Supervisory Committee is made up of seven Directors who are Audit and Supervisory Committee Members (six, a majority, of whom are Independent Outside Directors). In order to ensure the effectiveness of Audit and Supervisory Committee activities, permanent Audit and Supervisory Committee Members are put in place by resolution of Audit and Supervisory Committee. In addition, it is SUMCO's basic policy to take steps to ensure that at least one Audit and Supervisory Committee Member has considerable knowledge and experience pertaining to finance and accounting. Currently, this is Mr. Hyo Kambayashi, who is also a certified public accountant. Additionally, SUMCO has established the Audit and Supervisory Committee Office and assigns staff to support the activities of the Committee and facilitate the smooth performance of its audit and supervisory functions.

The Audit and Supervisory Committee exercises its statutory right of investigation and audits the Directors' execution of their duties from the viewpoints of appropriateness and conformance with laws and regulations and the Articles of Incorporation by inspecting and confirming the status of compliance with laws and regulations, Articles of Incorporation, and so on, and by monitoring and otherwise supervising the development of and operational status of the system of internal controls, including the internal control of financial reporting.

Nomination and Remuneration Committee

In an effort to further enhance its corporate governance, SUMCO has established a Nomination and Remuneration Committee composed of two Internal Director (Directors Jiro Ryuta and Mayuki Hashimoto) and three Independent Outside Directors (Directors Shinichiro Ota, Masahiko Sue and Amy Shigemi Hatta) to serve as a discretionary advisory body for the Board of Directors. The Nomination and Remuneration Committee receives requests from the Board of Directors for advice on the process for selection of candidate Directors and Executive Officers of SUMCO, their qualifications, the reasons for their designation, the structure of remuneration for Directors (excluding Directors who are Audit and Supervisory Committee Members) and Executive Officers, and related matters. The committee deliberates on the appropriateness and other aspects of the matter referred, including the perspectives of gender and other diversity as well as expert knowledge and experience, and, also taking evaluations of SUMCO's performance into account, delivers its advice. The Board of Directors, receiving the findings of the Nomination and Remuneration Committee, designates candidate Directors and Executive Officers, and decides on the remuneration and other payments for Directors (excluding Directors who are Audit and Supervisory Committee Members).

During the fiscal year 2025, SUMCO held the Nomination and Remuneration Committee five times in total, and deliberated on the selection of candidate Directors and personnel matters concerning Executive Officers, the systems for remuneration of Directors (excluding Outside Directors and Directors who are Audit and Supervisory Committee Members) and Executive Officers, and individual remuneration amounts of Directors (excluding Outside Directors and Directors who are Audit and Supervisory Committee Members).

Board of Directors/Audit & Supervisory Committee/Nomination and Remuneration Committee Meetings in Fiscal Year 2025

Board of Directors

Name	Times Attended/ Times Held	Attendance
Mayuki Hashimoto	16/16	100%
Toshihiro Awa	16/16	100%
Jiro Ryuta	16/16	100%
Shinichi Kubozoe	16/16	100%
Takeo Katoh	16/16	100%
Akane Kato ^(*)	16/16	100%
Atsuro Fujii	16/16	100%
Hitoshi Tanaka ^(*)	16/16	100%
Masahiro Mitomi ^(*)	16/16	100%
Shinichiro Ota ^(*)	16/16	100%
Masahiko Sue ^(*)	16/16	100%
Amy Shigemi Hatta ^(*)	16/16	100%
Anita Killian ^(*) (*)2	13/13	100%

Nomination and Remuneration Committee

Name	Times Attended/ Times Held	Attendance
Mayuki Hashimoto	5/5	100%
Hitoshi Tanaka ^(*)	5/5	100%
Masahiro Mitomi ^(*)	5/5	100%
Shinichiro Ota ^(*)	5/5	100%

Audit & Supervisory Committee

Name	Times Attended/ Times Held	Attendance
Atsuro Fujii	13/13	100%
Hitoshi Tanaka ^(*)	13/13	100%
Masahiro Mitomi ^(*)	13/13	100%
Shinichiro Ota ^(*)	13/13	100%
Masahiko Sue ^(*)	13/13	100%
Amy Shigemi Hatta ^(*)	13/13	100%
Anita Killian ^(*) (*)2	10/10	100%

Executive Remuneration

Matters regarding policy on amounts of remuneration and other payments to officers and determination of calculation method

Details of the Remuneration Policy

The Company's basic policy for the remuneration of Executive Directors stipulates that the remuneration of Executive Directors comprises a basic remuneration, performance-linked monetary remuneration based on short-term performance, and performance-linked stock remuneration based on medium-to-long term corporate value, which are set within the total remuneration amount determined by resolution of the General Meeting of Shareholders and according to their office and rank. This policy aims to allow Executive Directors to share the interests and risks with shareholders and encourage them to contribute to the improvement of business performance and the medium-to-long term enhancement of corporate value.

Outside Directors and Directors who are Audit and Supervisory Committee Members receive basic remuneration that is only fixed remuneration from the perspective of ensuring the appropriate conduct of their duties such as auditing and the supervision of the execution of business operations.

Remuneration for Directors who are Audit and Supervisory Committee Members is determined through deliberations of the Audit and Supervisory Committee Members within the total amount determined by resolution of the General Meeting of Shareholders, and by taking into account the role and duties of each such Member and whether he or she is a full-time or part-time Member.

The total remuneration for all Directors (excluding Directors who are Audit and Supervisory Committee Members) is set to be within 460 million yen annually (of which, the total remuneration for Outside Directors is within 50 million yen annually, excluding employee salary) and the total remuneration for all Directors who are Audit and Supervisory Committee Members is set to be within 110 million yen annually pursuant to the resolution at the 17th Ordinary General Meeting of Shareholders held on March 29, 2016. In addition, the introduction of a performance-linked stock remuneration plan for the Company's Executive Directors was resolved at the 24th Ordinary General Meeting of Shareholders held on March 29, 2023. This stock remuneration plan includes malus system and clawback system.

The outline of each remuneration plan is as follows.

(*)1 Independent Outside Director

(*)2 Serving as an Director since March 27, 2025

1. Basic remuneration (monetary remuneration)

In principle, the basic remuneration for Directors is a fixed amount determined for each office and rank, and paid in cash each month.

2. Performance-linked remuneration (monetary remuneration)

For Executive Directors, the Company has judged that it is appropriate to use the semi-annual profit attributable to owners of parent as an index for remuneration, and performance-linked monetary remuneration is paid annually according to the calculation method multiplying a coefficient for each office and rank. However, if profit attributable to owners of parent does not meet certain criteria set by the Board of Directors, performance-linked monetary remuneration will not be paid.

The result of the index pertaining to performance-linked monetary remuneration of Executive Directors for FY2025 are 2,584 million yen in total for the first and second quarters (calculated excluding Subsidy income (amount after tax: 496 million yen)) and ▲14,908 million yen in total for the third and fourth quarters (calculated excluding Subsidy income (amount after tax: 75 million yen)). As a result, performance-linked monetary remuneration is not paid for the business year under review.

3. Performance-linked stock remuneration

The plan is a stock remuneration plan in which a trust set up by the Company through money contributions acquires shares of the Company, and the number of shares of the Company corresponding to the number of points granted to each Executive Director by the Company will be distributed to each Executive Director through the trust.

The outline of the plan is as follows.

a.	Persons eligible for stock remuneration	Executive Directors
b.	Maximum amount of money that the Company will contribute as funds for the acquisition of shares of the Company necessary for distribution to persons eligible for the plan in a.	The maximum amount is 225 million yen per fiscal year.
c.	Method of acquiring shares of the Company	Through the disposal of the Company's treasury stock or through the exchange market (including off-auction trading)
d.	Maximum number of points granted to persons eligible for the plan in a.	210,000 points per fiscal year
e.	Criteria for granting points	■ Points are granted based on position, degree of achievement of performance targets, etc. Performance targets are set as ROE, EBITDA margin, and GHG emissions reduction rate, as they have been regarded as conducive to the enhancement of corporate value. ■ If profit attributable to owners of parent, etc. do not meet certain criteria set by the Board of Directors, points will not be granted.
f.	Time of distribution of shares of the Company to persons eligible for the plan in a.	In principle, when the Company's Directors retire
g.	Voting rights pertaining to shares of the Company in the trust	Not exercised uniformly
h.	Dividend income from shares of the Company in the trust	Used for the acquisition of shares, payment of trust fees, etc.

(Notes)

1. The composition ratio of indicators used for calculating the granting points is as follows: ROE at 45%, EBITDA margin at 45%, and GHG emissions reduction rate at 10%.
2. The objective values and actual values of ROE and EBITDA margin used for calculating the granting points in fiscal year 2025 are as follows: (ROE: calculated excluding Subsidy income (amount after tax: 572 million yen))

Indicators	ROE	EBITDA margin
Objective values	10.0%	40.0%
Active values in FY 2025	▲2.1%	27.4%

We have introduced a similar stock-based remuneration plan for the Presidents of our major domestic subsidiaries and for Executive Officers and other management-level employees of the Company. In addition, a policy on the determination of the ratio of basic remuneration to performance-linked monetary remuneration paid to Executive Directors was resolved at the meeting of the Board of Directors held on February 19, 2021. As performance-linked monetary remuneration and performance-linked stock remuneration is not paid for the business year under review, the ratio of basic remuneration, performance-linked monetary remuneration, and performance-linked stock remuneration is 1:0:0. For details of the Company's performance-linked stock remuneration plan, please refer to the press release below.

[Announcement regarding Introduction of Performance-Based Stock Compensation Plan for Directors](#) 

Remuneration Determination Process

The amounts of remuneration and other payments to Directors (excluding Directors who are Audit and Supervisory Committee Members) and their calculation methods are discussed by the Nomination and Remuneration Committee comprising two Internal Directors and three Independent Outside Directors and finalized with the resolution by the Board of Directors. The Nomination and Remuneration Committee, in response to the consultations by the Board of Directors, discusses the appropriateness of the remuneration structure, etc. of the Company's Directors (excluding Directors who are Audit and Supervisory Committee Members) and Executive Officers, and submits a report to the Board of Directors also taking into consideration an evaluation of the Company's business results. Upon receiving the report from the Nomination and Remuneration Committee, the Board of Directors determines remuneration and other payments to Directors (excluding Directors who are Audit and Supervisory Committee Members).

In fiscal year 2025, pursuant to the above procedures, the Board of Directors meetings held on June 26, 2025 and December 19, 2025 approved the individual amounts taking into consideration the semi-annual business results outlook.

Amount of remuneration in the recent fiscal year (disclosure by officer category)

Remuneration for Directors for fiscal year 2025

Officer category	Number of officers	Total amount of remuneration and other payments by type (millions of yen)			Total amount of remuneration and other payments (millions of yen)
		Basic remuneration	Performance-linked monetary remuneration	Performance-linked stock remuneration	
Directors [excluding Directors who are Audit and Supervisory Committee Members] (of which, Outside Directors)	6 (1)	239 (11)	- (-)	- (-)	239 (11)
Directors who are Audit and Supervisory Committee Members (of which, Outside Directors)	7 (6)	101 (73)	- (-)	- (-)	101 (73)
Total (of which, Outside Directors)	13 (7)	341 (85)	- (-)	- (-)	341 (85)

(Notes)

- The total monetary remuneration for all Directors (excluding Directors who are Audit and Supervisory Committee Members) is within 460 million yen annually (of which, the total remuneration for Outside Directors is within 50 million yen annually) (excluding employee salary) pursuant to the resolution at the 17th Ordinary General Meeting of Shareholders held on March 29, 2016. The number of Directors (excluding Directors who are Audit and Supervisory Committee Members) as of the conclusion of the said Ordinary General Meeting of Shareholders was eight (including two Outside Directors).
- Separately from the monetary remuneration amount for Directors (excluding Directors who are Audit and Supervisory Committee Members), the amount of performance-linked stock remuneration for Executive Directors was resolved at the 24th Ordinary General Meeting of Shareholders held on March 29, 2023. The maximum amount that the Company will contribute for the delivery of the Company's shares to Executive Directors during the three fiscal years from the fiscal year ended on December 31, 2023 to the fiscal year ending on December 31, 2025 is 675 million yen in total, and the maximum total number of points to be granted to Executive Directors is 210,000 points per fiscal year (one share of the Company's stock per point to be granted to Executive Directors). The number of Executive Directors at the conclusion of the said Ordinary General Meeting of Shareholders was four.
- The total remuneration for all Directors who are Audit and Supervisory Committee Members is within 110 million yen annually pursuant to the resolution at the 17th Ordinary General Meeting of Shareholders held on March 29, 2016. The number of Directors who are Audit and Supervisory Committee Members as of the conclusion of the said Ordinary General Meeting of Shareholders was six (including four Outside Directors).
- As of the end of fiscal year 2025, there were six (6) Directors (excluding Directors who are Audit and Supervisory Committee Members) and seven (7) Directors who are Audit and Supervisory Committee Members.

Message from Outside Directors

Director (Audit and Supervisory Committee member) Shinichiro Ota

As an outside director involved in SUMCO's management, what most impresses me about the company is how its officers and employees all share a common knowledge and perception of its operating environment, the challenges facing the company, and other factors. This is a valuable asset and strength unique to a company specializing in silicon wafers. SUMCO's operating environment is set to change more rapidly than ever. Consistently seizing opportunities with the potential for stronger corporate value while simultaneously minimizing risks will require that the entire workforce share a wider range of higher quality information. Everyone at SUMCO must commit fully to that goal.

Further, steadily increasing the company's corporate value will require the understanding and cooperation of its shareholders and many other stakeholders. As the company becomes known to more and more people, it will receive both encouragement and criticism. That will instill officers and employees with greater confidence and keep them on their toes, driving an increase in corporate value. It will be important to boost name recognition by strengthening the company's messaging. While its communication efforts are already underway, I believe the company must continue striving to enhance these initiatives further. I look forward to doing my small part.



Career Summary

July 1969	Joined the Ministry of International Trade and Industry (the current Ministry of Economy, Trade and Industry)
June 1998	Director-General of Environmental Protection and Industrial Location Bureau, Ministry of International Trade and Industry
September 1999	Director-General of Machinery and Information Industries Bureau, Ministry of International Trade and Industry
January 2001	Director-General of Commerce and Information Policy Bureau, Ministry of Economy, Trade and Industry
July 2002	Commissioner of Japan Patent Office, Ministry of Economy, Trade and Industry
June 2005	Executive Vice President, Electric Power Development Co., Ltd.
June 2013	Senior Counselor, Electric Power Development Co., Ltd.
March 2016	Outside Director (Audit and Supervisory Committee member), the Company (present post)
August 2017	Representative Director and President, New Generation Small Rocket Development Planning Co. Ltd. (the current SPACE ONE Co., Ltd.)
June 2018	Senior Counselor, Electric Power Development Co., Ltd. (present post)
March 2022	Chief Advisor, SPACE ONE Co., Ltd. (present post)

Director (Audit and Supervisory Committee member) Anita Killian

The semiconductor industry is the foundation of modern industrial growth and innovation, a strategic sector that underpins a nation's long term competitiveness. In an environment defined by rapid innovation cycles, often described as Moore's Law, and by immense capital requirements, companies must possess exceptionally robust management frameworks.

SUMCO, a leader in high-quality silicon wafers, the core substrate technology from which every semiconductor chip begins, has remained competitive through sustained, world class R&D. Its management team brings decades of experience balancing technological leadership, disciplined investment, and competitive pressure, often through difficult industry cycles.

Japanese companies are increasingly aligning with global governance standards, with stronger expectations for transparency, board independence, and shareholder engagement. In this context, I provide an independent perspective on SUMCO's capabilities and have been deeply impressed by the care and openness that shape management's decision making process. Management listens closely to the Board's input on technology, capital allocation, and risk. I also commend recent improvements in information disclosure and the dedicated support provided to me as a non native speaker, including document translation and interpretation services.

There is no room for complacency in today's competitive environment; success must be continually forged. As an outside director, I am committed to supporting SUMCO's ongoing evolution as an industry leader.



Career Summary

June 1987	Administrator and Lecturer, Department of Earth, Atmospheric, and Planetary Sciences, Massachusetts Institute of Technology
June 1994	Resource Development Officer, Alumni Association, Massachusetts Institute of Technology
August 1995	Resource Development Officer, Lecturer, Sloan School of Management, Massachusetts Institute of Technology
July 1997	Joined Value Quest TA
April 2000	Joined Wellington Management
December 2003	Managing Director, Associate Partner, Wellington Management
December 2007	Senior Managing Director, Partner, Wellington Management
December 2022	Resigned from Wellington Management
March 2025	Outside Director (Audit and Supervisory Committee member), the Company (present post)

► To ESG-oriented Investors

Compliance

Why SUMCO Addresses Compliance

The SUMCO Group recognizes that properly complying with laws, ordinances and expected social norms are critical to the Company fulfilling its social responsibility and essential to the continuous enhancement of the Company's corporate value. Based on this belief, SUMCO strives to promote compliance activities.

SUMCO Charter of Corporate Conduct

For the Group's further growth while fulfilling its social responsibility, the SUMCO Group has instituted the SUMCO Charter of Corporate Conduct to define the norms that the Group's employees should uphold, not only in terms of compliance with laws and ordinances, but also more broadly in terms of CSR in general. The SUMCO Charter of Corporate Conduct is positioned as the highest level of SUMCO regulations, and is placed above the various in-house regulations and compliance programs found within the Group.

The SUMCO Group aims to make the SUMCO Charter of Corporate Conduct understood throughout the Group by preparing it in languages understandable to employees at Group companies overseas, keeping it available on the corporate intranet at all times, and providing education on the SUMCO Charter of Corporate Conduct to all employees on a regular basis.

In accordance with the SUMCO Charter of Corporate Conduct, the Company appoints a Chief Compliance Officer to embody the highest level of responsibility for compliance. The Chief Compliance Officer monitors the status of compliance with the SUMCO Charter of Corporate Conduct by means of compliance supervisors in each department and Group company, regularly reports findings to the Board of Directors, and undergoes review by the Board.

Legal Compliance

In order to ensure compliance with laws and ordinances, SUMCO has established the Legal Oversight Regulations based on the SUMCO Charter of Corporate Conduct and has designated departments with primary responsibility for continually overseeing various laws and ordinances in Japan and overseas that are related to the execution of the departments' business. Each responsible department continuously monitors the status of enactment, amendment and repeal of relevant laws and ordinances using a variety of information-gathering methods and shares relevant information horizontally with related departments. In addition, the status of amendment and repeal of major laws and ordinances is reported annually to senior management.

The status of legal compliance within the SUMCO Group is verified annually through internal audits conducted by the audit department, in addition to verification of compliance with the aforementioned SUMCO Charter of Corporate Conduct.

In the event a problem related to compliance should be discovered, the departments involved act in cooperation and under the supervision of the Chief Compliance Officer to promptly rectify the problem, investigate its cause and prevent recurrence.

Fair Business Activities / Anti-Corruption

SUMCO is committed to promoting fair business activities and preventing bribery and other forms of corruption, and the SUMCO Charter of Corporate Conduct clearly provides for legal compliance, prohibition of unfair competition and improper transactions, prohibition of comprehensive anti-corruption measures such as prohibiting any illegal or improper provision of benefits to and acceptance of benefits from public servants and any party who has business relationships, and prevention of insider trading. In this way, the Charter establishes necessary rules.

To promote fair business practice and prevent corruption in particular, the Regulations on Handling the Grant of Benefits prohibit (1) unlawful political contributions and donations; (2) entertainment or gifts in connection with the duties of public servants and others; (3) financial benefits in connection with the exercise of shareholders' rights; (4) providing or accepting excessive entertainment, gifts or other such benefits that exceed commonly accepted bounds in society to or from customers, suppliers and potential business partners, and the receiving personal benefits; and any illegal provision and receipt of benefits; and any unlawful benefits as well as the entire range of actions that are recognized as wrongful or improper in light of what is commonly accepted in society. The Regulations also define standards for making donations, providing sponsorship, paying entertainment expenses, giving celebratory or condolence gifts, paying membership dues to external organizations, and outsourcing operations and ensure the implementation of them under an appropriate approval process. SUMCO also requires employees to avoid these behaviors when engaging brokers and other agents.

SUMCO makes the Regulations on Handling the Grant of Benefits available at all times on the corporate intranet, and seeks to ensure all employees are fully aware of our policies on promoting fair business practices and preventing corruption. In addition, we confirm the status of compliance with the norms related to fair business activities and anti-corruption when we confirm the status of compliance with the SUMCO Charter of Corporate Conduct and report it to the Chief Compliance Officer.

Also note that to date, the SUMCO Group has not paid any fines or made any facilitation payments stemming from political contributions or corruption, nor has the Group been penalized in any way relating to corruption.

Internal Reporting System

SUMCO has established Internal Reporting Regulations and introduced an internal reporting hotline for reporting any act in violation of the SUMCO Charter of Corporate Conduct, including conduct in violation of laws and ordinances, human rights infringements and harassment, comprehensive corruptive act such as bribery and unfair competition, and improper transactions. SUMCO accepts internal reports from our suppliers as well as employees.

To ensure that whistle-blowers can make reports with peace of mind, we have set up an in-house and external (attorney) contact points for internal reports as well as a "suggestion box" that goes straight to top management. Anonymous reports are accepted and all disadvantageous treatment including retaliation against whistle-blowers who make reports is strictly forbidden.

Information on how to use the hotline and about contact points for consultation are posted at all times on the premises of the SUMCO Group, the corporate intranet and our dedicated procurement website, and these matters are also explained to be known for all employees during training on the SUMCO Charter of Corporate Conduct which is conducted regularly for all employees.

Export Control

To ensure thorough export control aimed at maintaining international peace and security, SUMCO has clearly laid out compliance with export control rules in the SUMCO Charter of Corporate Conduct. The Company has established an appropriate export control system in accordance with the Security Export Control Rules where it ensures that exports are only executed after the reviews and examinations of all the requirements to be met, and implemented measures including regular training on export control for employees.

Renouncing Relationships with Antisocial Forces

The SUMCO Charter of Corporate Conduct declares that the Company denounces any kind of relationship with antisocial forces and rejects unreasonable requests or demands from such forces. This is thoroughly disseminated among all executives and employees of the Company through education and training.

Initiatives on Intellectual Property

As its basic policy, the SUMCO Group attaches importance to intellectual property and utilizes it as a strategic tool for the Group's business, while at the same time respecting the intellectual property rights of not only customers and business partners but also third parties, as explicitly stated in the SUMCO Charter of Corporate Conduct. Based on this policy, we have set forth rules on how we obtain, maintain, utilize intellectual property rights and prevent infringements as well as respecting the intellectual property rights of others in the Intellectual Property Regulations, and provide regular education on intellectual property matters to employees. We also actively and continually pursue efforts to facilitate the effective utilization of intellectual property, including an inventor commendation scheme designed to encourage invention and improve the quality of patent applications. Obtained intellectual property rights are also reviewed periodically to eliminate obsolete intellectual property so as to keep costs at a reasonable level.



Inventor commendation

Key Elements of the SUMCO Charter of Corporate Conduct

Based on SUMCO CSR Policy, the SUMCO Charter of Corporate Conduct broadly defines the norms that the Company's employees should uphold in terms of CSR in general.

- **Compliance with laws and ordinances, international rules and social norms**
In addition to complying with relevant laws and ordinances in Japan and overseas, the Charter holds SUMCO and its employees to more stringent standards with respect to anti-corruption, promotion of fair business activities such as prohibiting any illegal or improper provision of benefits to and acceptance of benefits, etc. During training on the Charter, we also cover international CSR requirements such as the RBA (Responsible Business Alliance) Code of Conduct and require employees to understand thoroughly.
- **Respecting human rights and maintaining safe, comfortable and appropriate workplace environments**
We strive to cultivate a comfortable and appropriate workplace by advancing safety and health in accordance with labor standards in Japan and overseas. In an effort to respect the human rights, abilities and individuality of all employees, we also strictly prohibit discrimination on the basis of unreasonable factors including nationality, race, age, gender and religion, as well as various forms of harassment.
- **Information management and intellectual property protection**
In light of the fact that information and intellectual property rights represent the source of corporate competitiveness, the Charter specifies proper information storage and management as well as prevention of leakage, and also establishes provisions concerning the utilization of intellectual property rights while prohibiting conduct that infringes upon the confidential information and intellectual property rights of others.
- **Protecting the environment**
The Charter also sets forth provisions on how SUMCO should comply with environmental laws and ordinances while making every effort to reduce waste and pollutants, and also requires employees to understand this policy and act with an awareness of environmental conservation on a daily basis.
- **Improving quality**
To improve customer satisfaction and mitigate the risks inherent in product liability, the Charter requires diligent efforts to maintain and improve the quality of our products and services.

Conflict Minerals

We understand that none of tantalum, tin, gold or tungsten is necessary to the functionality or production of a product manufactured by us, and that thus our product is not subject to the Conflict Mineral regulations under the Dodd-Frank Wall Street Reform and Consumer Protection Act of the United States of America established in 2010.

Risk Management

Why SUMCO Addresses Risk Management

The Silicon wafer business is a critical industry that supports our IT-oriented society, and the SUMCO Group is responsible for the stable supply of silicon wafers to semiconductor device manufacturers around the world. For this reason, the SUMCO Group regards business continuity as a key management concern.

The Business Security Committee (BSC), which is an organization responsible for company-wide risk management, identifies, analyzes and assesses risks, implements countermeasures and promotes risk management activities including the formulation of business continuity plans (BCP), with the aim of predicting risks in advance, preventing them from being realized and minimizing damages when a risk is realized.

Risk Management Basic Policy

SUMCO has set forth basic matters pertaining to risk management in the Basic Rules on Risk Management, under which we undertake risk management activities.

Our basic approach to responding to risks involves the following two points.

1. Prioritize the handling of risks by likelihood of occurrence and severity of impact from the viewpoints of ensuring optimum allocation of management resources and the effectiveness of risk management.
2. Minimize damage and loss by preventing the suspension or discontinuation of business activities to ensure business continuity in the event of an accident or other emergency situation.

SUMCO's Risk Management Framework

1. Risk Assumptions and Identifying Risk

SUMCO analyzes risks that could impact business continuity for SUMCO's departments, plants, offices, and SUMCO Group companies, identifies the level of impact for each risk, and assigns priority to each risk in accordance with the Basic Rules on Risk Management mentioned above. Risks which pose a major threat to business continuity are defined in the Basic Rules on Risk Management.

When taking on a new business as well, we use a same process to analyze business risk and assign priority.

Major Risks Recognized in the Basic Rules on Risk Management

1. Risks Related to General Management
Examples: Contractual disputes, investment in new businesses, geopolitical risks
2. Risks Related to Accidents and Disasters
Examples: Earthquakes, wind and flood damage, water and electric power service interruptions
3. Risks Related to Discontinuation of Business
Examples: Fire, equipment accidents, production impediments, disruptions to raw material procurement, massive shortage of operators due to pandemics or other factors, mission-critical systems failure, security incidents
4. Risks Related to Compliance
Examples: Antitrust violations, violations of laws related to corruption and anti-corruption, violations of laws related to security export control, violations of employment and labor standards-related laws and ordinances, violations of environmental regulations
5. Risks Related to Information
Examples: Leaking of trade secrets, network shutdowns
6. Risks Related to Intellectual Property
Examples: Infringing upon intellectual property rights or suffering infringement
7. Risks Related to Human Resources, Employment, and Human Rights
Examples: Labor issues, human rights violations, harassment, occurrence of scandals, crimes and other incidents
8. Risks Related to Taxation and Accounting
Examples: Funding impediments, rapid exchange rate fluctuations
9. Risks Related to Products and Services
Examples: Quality issues, complaints

10. Risks Related to Safety and Health
Examples: Industrial accidents, employee's health issues due to outbreak of infectious disease or other factors
11. Risks Related to the Environment
Examples: Pollution, environmental accidents
12. Risks Related to Credit
Example: Bankruptcy of a customer

2. Determining Policy with regards to Risk Countermeasures and Reporting the Status of Such Countermeasures

Responsibility for each risk is allocated between departments according to the priority established in (1) above, and the policy on risk countermeasures is determined via discussion within a company-wide committee known as the BSC (Business Security Committee). The BSC meets every year, with not only the President and other senior management in attendance, but also responsible members of each department, factory, plant and group companies worldwide. It decides company-wide policy regarding risk management, deliberates and determines risk prevention measures, discusses responses on cross-department risks and new risk phenomenon and exchanges a broad range of information about risk management in general.

BSC's Structure and Objectives

1. Structure

BSC (Business Security Committee)

Chair: President
 Members: Executive Vice President;
 Managing Executive Officers in
 charge of a Division;
 Executive Officers in charge
 Secretariat: General Affairs Dept.



2. Objectives

The BSC undertakes the following risk management activities.

- a. Discuss and decide on company-wide risk management policies.
- b. Discuss and decide on risk prevention measures.
- c. Discuss how to respond to new risk events.
- d. Share information on risk management.
- e. Promote risk management awareness across the Company.
- f. Assess and follow up on the progress of risk management.

3. Response to Each Risk

Each department, factory, plant, and SUMCO Group company responds to risk in accordance with the policy confirmed by the BSC, creates a business continuity plan (BCP; described later) and other necessary frameworks, and implements training and other regimens designed to improve response in emergency situations. In this way, we strive to prevent risks from manifesting, minimize damage and strengthen business continuity. The status of risk countermeasures is reported to the BSC mentioned above each year and reviewed by the senior management.

Ensuring Business Continuity

Our Basic Rules on Risk Management define business continuity as an important management issue, and we have been working to develop and improve our BCP (business continuity plan) to ensure business continuity.

The details of the BCP, and its state of improvements, the results of trainings and drills, and other matters are reported on the BSC, and the BSC verifies the effectiveness of the BCP, and determines policies on future action to be taken. Each department and group company improves the BCP further according to the policies.

Every year, SUMCO confirms procedures to transfer head office operations elsewhere, the implementation status of drills and exercises carried out by each department and issues to be addressed in the future based on the assumption of a large-scale earthquake beneath the Tokyo metropolitan area which leads the disfunction of Tokyo Head Office. We continue with activities aimed at further enhancing the readiness of the head office's BCP.

We also conduct integrated emergency response drills at each plant, which include activities such as evacuation, firefighting, reporting, rescue, emergency relief and transportation in the event of a disaster such as an earthquake. In addition to those drills above, we also conduct regular BCP training to confirm procedures and the contents of the BCP and enhance our response capabilities. Continuous improvements are made by reviewing the training results, identifying issues, and revising procedures and other contents after conducting the drills. For example, at the Miyazaki Plant of SUMCO TECHXIV Corporation, practical simulation training was conducted in anticipation of the Nankai Trough Earthquake, leading to the confirmation and improvement of disaster BCP procedures. By sharing the lessons learned from this training across all sites, we are promoting the improvement and adoption of the BCP. Furthermore, at each site, we are implementing measures to minimize damage and ensure swift recovery in the event of a disaster such as an earthquake. This training has been deployed company-wide to enable prompt and appropriate responses in the event of an emergency. This includes facility improvements such as installing earthquake-resistant measures seismic reinforcement and stockpiling necessary tools, materials and equipment to promptly resume production.



Integrated Emergency Response Drill



Integrated Emergency Response Drill



BCP training at Miyazaki Plant of SUMCO TECHXIV Corporation

Improvement in Emergency Response Capability

The SUMCO Group has established a manual to enable speedy response, ensure employee safety, protect company assets and restart business operations as soon as possible in the event of a large-scale earthquake or other disaster/accident. The manual sets out items concerning the preparation of stockpiles for disaster prevention, the initial response to be taken at each site after a disaster has struck, as well as the establishment and roles of an Emergency Response Team in the event of an emergency. Additionally, we regularly conduct initial firefighting drills such as the handling of fire extinguishers and fire hydrants, and training on the employment of lifesaving measures such as CPR and AED usage, in order to reduce damage in the event of a disaster. We also conduct exercises such as carrying drills using cloth stretchers to simulate an evacuation by stairs to further enhance employees' ability to respond in an emergency.

Additionally, at our Kyushu Factory, we prepare dedicated protective equipment and supplies and conduct response drills so that safe and smooth action can be taken in the event of a large-scale chemical leakage accident.



First Aid Drill



Lifesaving Training



AED Training at PT. SUMCO Indonesia



Large-Scale Chemical Leakage Response Drill

Information Management / Information Security

The Company understands the importance of information in business operations and clearly stipulates the appropriate use and management of our trade secrets and all other information including confidential information received from others in the SUMCO Charter of Corporate Conduct. We have also established the Rules on basic policies with related Information Management along, regulations, guidelines and other materials. We make every effort to appropriately manage and prevent leaks of our trade secrets and confidential information received from customers, suppliers and other parties by conducting regular training for all employees on these information management rules and information security.

In an effort to prevent computer system-related leaks and stop information from leaking outside the Company, the Company also implements a range of measures, under the supervision of the General Manager of AI Promotion Division who is responsible for information security, to address various risks, such as external attacks on our computer systems via the internet, the unauthorized use of computer systems and viruses that target computer systems. Regarding security incidents, we have established a Computer Security Incident Response Team (CSIRT) and implemented a system to ensure appropriate response, including the establishment of a countermeasure manual.

Additionally, we conduct regular CSIRT training exercises to prepare for potential security incidents. Furthermore, SUMCO has established the Rules on Personal Information Management in accordance with the Act on the Protection of Personal Information to ensure that personal information is managed appropriately.

Safety Confirmation System

The SUMCO Group (Japan) has introduced a "Safety Confirmation System" to conform the safety status of employees. We think the system enables quick and certain safety confirmation when disaster occurs and also helps speed up disaster recovery efforts.

Computer System-related Disaster Countermeasures

The Company has ensured redundancy for mission-critical and peripheral systems used on a company-wide basis, establishes equivalent backup servers and performs data synchronization in order to continue business operation even in the event that a server installation location is damaged by a large-scale disaster such as a major earthquake.

We conduct regular drills on switching to backup servers to confirm our switchover procedures and other details.

► To ESG-oriented Investors

SUMCO Group Taxation Policies

Based on the SUMCO Group mission to be the world's No. 1 silicon wafer supplier by exceeding the expectation of our customers and stockholders, by recognizing the value of our employees and being good neighbors in communities, SUMCO Group shall conduct its business activities faithfully in accordance with law and ethics, and shall fulfill its responsibility to society.

SUMCO Group understands that the proper payment of taxes in accordance with the relevant laws and regulations of each country contributes to economic growth and development of society in each country, and helps toward living up to the support and trust of all stakeholders.

SUMCO Group shall endeavor, in ways like the following, to achieve timely compliance with revisions to the taxation system in each country and with trends in international tax frameworks, and to establish a tax compliance framework that is suitable at all times.

SUMCO establishes this tax policy through deliberation at the Sustainability Promotion Council, attended by executives at the level of managing executive officers or above (including Directors). Additionally, these matters are regularly reviewed at the Board of Directors.

Observance of Tax Laws

SUMCO Group shall always observe tax-related laws and regulations in each of the countries and regions where it does business and fulfill its tax obligations in all countries and regions.

Engagement in International Tax Frameworks

SUMCO Group understands that the OECD BEPS (Base Erosion and Profit Shifting) project and other international initiatives are important undertakings for achieving tax transparency and preventing international tax avoidance.

Along with observing the tax laws in each country, SUMCO Group shall therefore conduct its tax affairs in accordance with the intent of international initiatives, endeavoring to ensure tax transparency.

In transactions with related parties in other countries and regions, SUMCO Group shall consider Arm's Length Price (ALP), and based on analysis of the functions, assets, and risks both between countries and between subsidiaries, distribute earnings appropriately according to their contribution.

Thinking on Tax Planning

SUMCO Group understands that transactions without a legitimate business purpose or economic rationality are an impediment to achieving tax transparency, and have the potential to harm the Group business value and the interests of stakeholders including local communities.

SUMCO Group shall not conduct tax planning aimed at tax avoidance, such as the use of structures without commercial substance, the transfer of value created to low tax jurisdictions, or the use of tax havens.

Provision of an Internal Framework for Tax Compliance

SUMCO Group, understanding the importance of instilling and reinforcing awareness of tax compliance in management and employees for the proper functioning of the tax compliance framework, shall seek to raise such awareness through education, information sharing, and consultations on proper handling of tax affairs.

Moreover, seeing tax-related risk as a material risk for business administration, SUMCO Group shall identify and analyze tax-related risk based on the risk management structure, and senior management shall perform regular annual checks of the status in dealing with issues for risk mitigation.

Establishment of Appropriate Relations with Tax Authorities

SUMCO Group shall comply with the tax administration procedures and tax collection procedures of each country. It shall maintain normal, sound relations with tax authorities and shall not provide improper benefits.

Reference: SUMCO Group Income Taxes by Country

	2025			
	Income before Income Taxes (Billions of Yen)	Income Taxes Paid (Billions of Yen)	Accrued Income Taxes (Billions of Yen)	Number of Employees
Japan※	▲34	64	28	7,163
Taiwan※	37	6	6	1,492
US and others※	▲24	2	0	1,059
Total※	▲21	72	34	9,714

※Main business activities in this country are manufacturing and sales of silicon wafers for the semiconductor industries.

► To ESG-oriented Investors

Steady Progress in Digital Transformation (DX)

Under the SUMCO Vision, SUMCO aims to be a leading company in the area of digital transformation (DX). We established the AI Promotion Division in 2018 and have actively pursued initiatives such as building a system to analyze and predict improvements in productivity and quality in real-time by collecting quality and process information for each stage of the production process as Big Data. We are also working to improve equipment productivity and labor productivity, aiming to enhance competitiveness in areas with the most in-demand commodities and strengthen our profit base.

Message from the General Manager of the AI Promotion Division



The establishment of SUMCO's AI Promotion Division dates back to 2018, when the term "DX" was not yet widely used and generative AI was still limited to academic research. From the outset, the objective was not simply to introduce AI itself, but to position it clearly as a means of improving factory productivity. One unique feature of the Division is that, in addition to IT-related functions, it also incorporates departments with extensive knowledge of manufacturing processes as well as departments responsible for quantifying and reducing equipment- and personnel-related losses. In addition to building a factory data infrastructure based on RTM,* close collaboration with production divisions enabled improvements at our main 300 mm wafer plants in 2021, including investment suppression effects exceeding ¥30 billion and profit creation effects exceeding ¥4 billion annually. Since then, we have continued to promote smart factory initiatives across all plants, achieving annual labor-saving effects exceeding ¥1 billion, while also preventing human error and reducing burdensome operations. We are also focusing on accelerating the development and production support of high-value-added products, one of SUMCO's strengths. These efforts include the development of AI utilization platforms for engineers and the in-house deployment of RTM + AI systems capable of automatically identifying processes requiring tuning. AI will continue to evolve going forward. Through the provision of

high-quality silicon wafers, which serve as a foundational material supporting these technologies, SUMCO aims to contribute to society.

* RTM: Real-Time Monitoring, which monitors data and system conditions in real time

Takeo Katoh

Director, Senior Managing Executive Officer / General Manager of AI Promotion Division

AI Promotion Division Mission Boosting SUMCO's:

Productivity

Equipment/labor productivity;
High-value-added production support

Agility

Agile response to market changes and customer demands; faster development and establishment of a mass production system

Adaptability

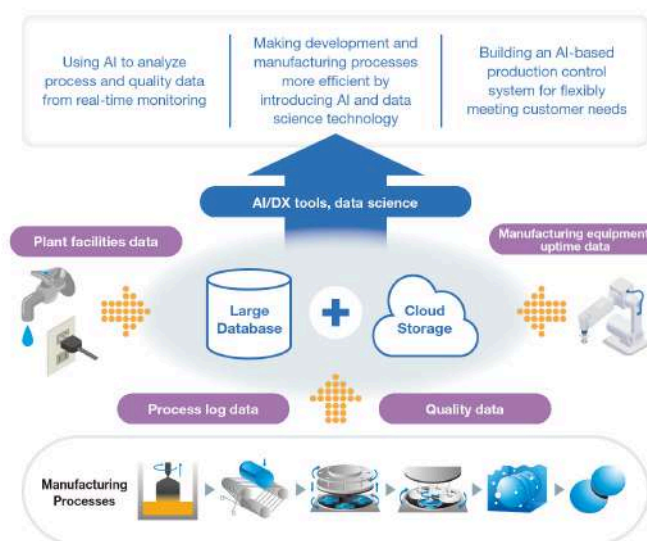
A worker-friendly environment for a new age; evolving to win the race for survival

Literacy

Minimum necessary knowledge of digital utilization;
an operation improvement/reform mentality

DX Promotion Strategy

At SUMCO, we are working to achieve real-time monitoring and automation of production processes and to establish a production capability and production plans capable of flexibly meeting market demand fluctuations. We are also seeking to expand the areas where AI is employed. By realizing rapid data analysis in the technology fields of our leading-edge products, and speeding up the time from development to mass production, we aim to enhance the agility and competitive advantage of the entire organization through the promotion of DX.



Operation Efficiency Through DX Tools and Other Solutions

DX tools is the general term used at SUMCO for tools that support operation efficiency, including BI tools, RPA, and workflow systems.

The results so far are work savings of more than 184,000 hours a year.

By continuing to introduce DX tools of various kinds and making them a regular part of operations, we will seek to improve product quality along with work efficiency.

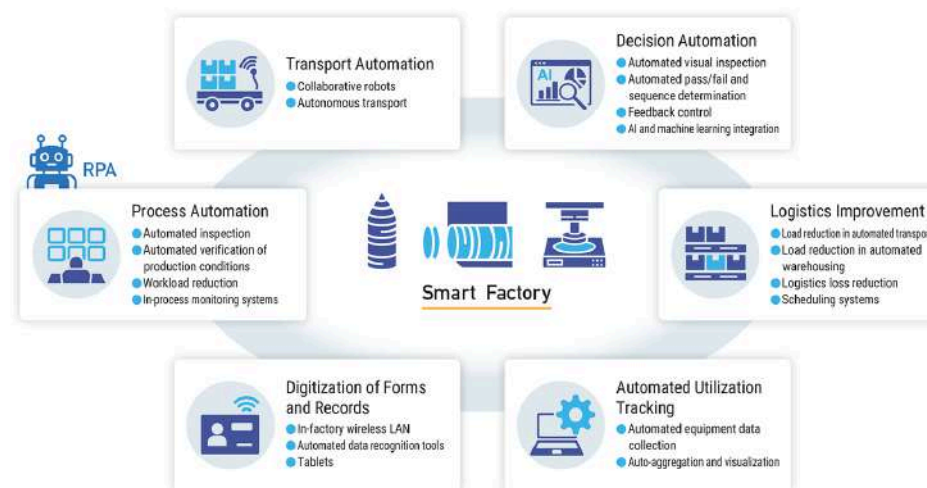
Obtaining DX Certification (Since 2021)

As a result of these efforts, SUMCO has been selected as a "DX Certified Operator" by the Ministry of Economy, Trade and Industry's Digital Transformation Certification, recognizing that SUMCO has the vision, strategy, and framework, etc. necessary to transform its business through digitalization.



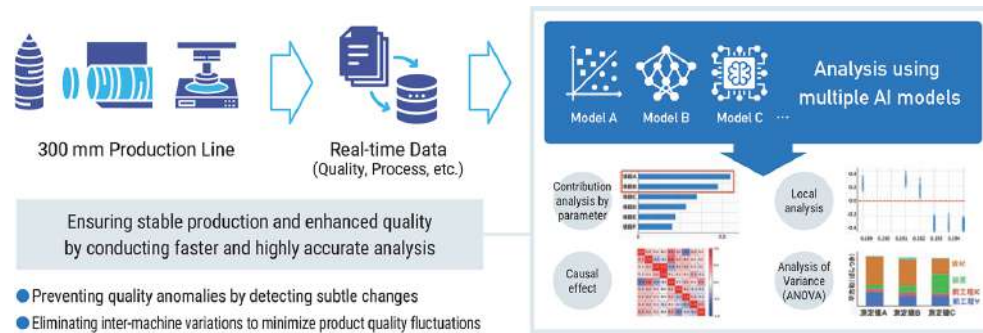
Smart Factories Envisioned by SUMCO

AI and DX have been deployed across all areas of factory operations, achieving cost reductions through improved productivity and labor saving.



Evolution of Data Analysis Through AI

Semiconductor wafers used in leading-edge semiconductors are required to have even higher precision and quality than ever before, making the analysis of even the slightest defects and variations increasingly important. AI-based data analysis systems are being increasingly introduced into 300 mm production lines and are delivering results through quality improvements and significant reductions in engineer work-hours for data processing and analysis.



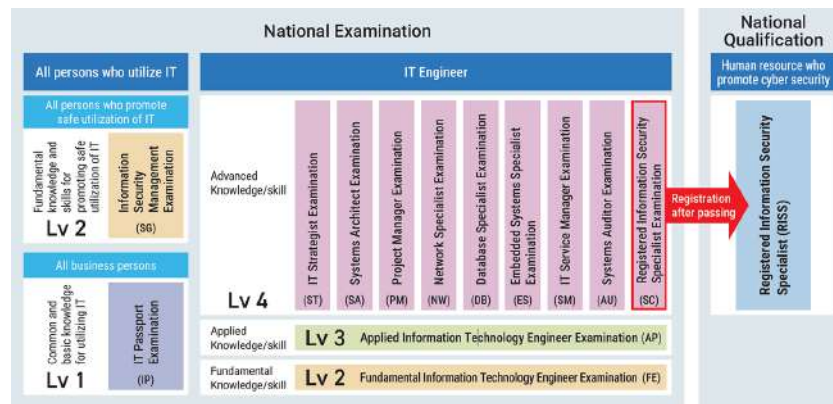
Division SE System

SUMCO accepts non-IT personnel from user divisions into the AI Promotion Division as internal exchange trainees. After receiving education and training on practical IT and DX tools used in manufacturing and business operations, participants return to their respective divisions and play active roles as key personnel in continuously promoting DX. This system was launched in 2021 and has now reached its ninth class. To date, more than 50 employees have completed the program.

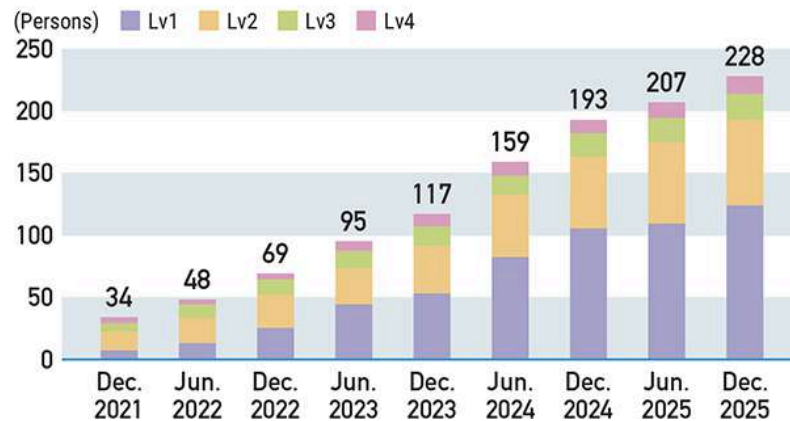


Initiatives for Developing IT Human Resources

As part of efforts to strengthen competitiveness in the digital era, SUMCO actively supports employees in obtaining IT-related certifications. Through measures such as subsidies for examination fees and incentive programs for certification acquisition, we promote employees' self-development, resulting in a steady year-by-year increase in the number of certified employees. Going forward, we will continue to promote the development of advanced IT human resources through ongoing human resource development initiatives.



Cumulative Total of National IT Certification Holders (Highest level only for multiple holders)



Environmental

Environmental Management	41
Environmental Load of Business Activities	46
Combating Global Warming	53
Reduction of Waste	56
Effective Use of Water Resources	57
Chemical Substance Management	59
Initiatives for Biodiversity Activities	60
Disclosure Based on TCFD Recommendations	61
Disclosure Based on TNFD Recommendations	65

Environmental Management

Why SUMCO Addresses Environmental Issues

From energy-saving initiatives to curbing greenhouse gas emissions and reducing waste, lowering the environmental load by the business activities of companies is a pressing task to ensure that the global environment is maintained and protected.

To ensure that the irreplaceable global environment is passed on to future generations, the SUMCO Group has established an environmental management system. We have obtained ISO14001 certification for all of our plants, and pursue initiatives aimed at protecting the environment.

SUMCO Basic Environmental Policy

1. Fundamental Environmental Philosophy

As a manufacturer of high-quality silicon wafers for semiconductors and quartz crucibles, we have established the following guidelines for action to ensure that we pass on this irreplaceable global environment to future generations.

2. Environmental Action Guidelines

1. Climate change:
 - (1) We shall strive to reduce greenhouse gas emissions across our entire supply chain, including logistics.
2. Resource Circulation:
 - (1) We shall strive to reduce waste generation and expand recycling.
 - (2) We shall strive to make effective use of water in our business activities.
3. Coexistence with Nature:
 - (1) We shall strive to prevent pollution, conserve the global environment and coexist with the local community in all our business activities.
 - (2) We shall strive to give consideration to biodiversity and its conservation.
 - (3) We shall strive to achieve zero deforestation in factory locations and production activities.

4. Others:

- (1) We shall promote green procurement with our suppliers and reduce environmental impact.
- (2) We shall comply with environmental laws, regulations, ordinances and other agreed-upon requirements.
- (3) We shall promote continuous improvement of our environmental management system by setting environmental goals and reviewing them regularly.

March 27, 2026

SUMCO CORPORATION

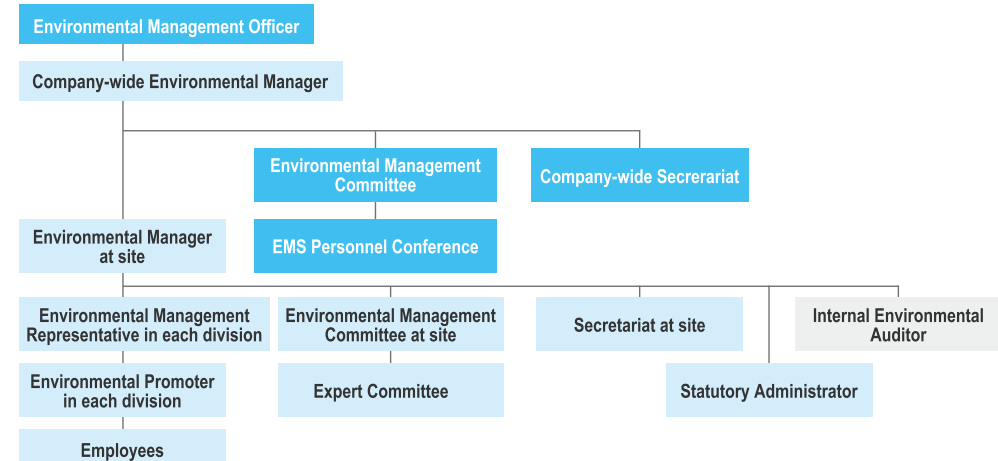
Representative Director, President

Jiro Ryuta

Environmental Management Structure

The SUMCO Group (Japan) has established the Environmental Management Structure in which the Environmental Management Officer, appoints the Company-wide Environmental Manager and the Environmental Managers at site, and defines their roles, responsibilities and authorities. SUMCO's Environmental Management Officer holds chief responsibility for issues related to the environmental management system and has chief authority regarding those issues. The Environmental Management Officer convenes meetings of the Environmental Management Committee and monitors SUMCO's efforts to address climate change, resource circulation, and coexistence with nature, etc.

Environmental Management Structure



Tackling climate change (Net Zero)

Tackling climate change is one of the goals in SDGs, and delinking of economic growth and environmental degradation is strongly required. The SUMCO Group, which supports the growing semiconductor industry, set goals for Net Zero covering Scope 1+2 of SUMCO Group (Japan), in September 2021 toward the realization of a sustainable society, and in February 2024, changed the goal to comply with the SBT^(*1)'s 1.5°C scenario from SBT's 2.0°C scenario. In addition, in February 2025, we changed the goal that covers domestic and overseas sites, and set the new goal covering Scope3. As a result, we obtained SBT certification for its Near-Term goals on June 12, 2025.

Target Year	2030 (Near-term Goal)	2050 (Long-term Goal)
Scope1+2 Goals	42% reduction from 2023 (6.0% reduction per year) [in conformity to 1.5°C scenario of SBT ^(*1)]	100% reduction
Scope3 Goals	25% reduction from 2023 (3.6% reduction per year) [in conformity to WB2 ^(*2) °C scenario of SBT ^(*1)]	-
Initiatives	Continuous energy-conservation activities Further introduction of more renewable energy (such as Solar power generation, Wind PPA, etc.) Procurement of environmental value (such as Non-Fossil Certificates and J-Credit, etc.) Promotion of initiatives for Net Zero by our suppliers, etc.	

(*1) Science Based Targets

Reduction targets of greenhouse gas emissions set by companies that comply with the standards of the Paris Agreement.

(*2) Well-Below

Environmental Objectives

The SUMCO Group (Japan) sets environmental objectives for all of its operating bases based on its Basic Environmental Policy and the results of periodic environmental load assessments.

From 2026, we have established new environmental targets in line with the revision of the Basic Environmental Policy and have been working toward achieving them.

2025 Environmental Objectives and Results

	Benchmark	Objectives	Results
Reduction of CO ₂ emissions Scope 1+2	Previous year's results	1.1%	1.3%
Reduction of chemical substance use		0.5%	0.6%
Reduction of industrial waste (reduction of hazardous waste * released)		2.7% (0.1%)	4.3% (0.11%)
Reduction of water consumption		0.5%	0.6%

· The result for fiscal year 2025 exceeded each target for reductions in CO₂ emissions, usage of chemical substances, emissions of industrial waste, and water consumption. Especially concerning the reduction target for industrial waste emissions, the improvement of water content of sludge (dewatered sludge) has made a significant contribution to the reduction.

* Hazardous waste is defined as "specially controlled industrial waste" stipulated by the Japanese Waste Management Law.

2026-2030 Environmental Objectives

Environmental Action Guidelines	Environmental Objectives	2026 Target	2030 Mid-term Goal
Climate Change	Energy Conservation Initiatives to Promote Net Zero (Benchmark: 2023 Energy Consumption)	3.2%	3.5% or more
Resource Circulation	Promotion of Waste Recycling	96.0%	96.0% or more
	Promotion of Conversion into Valuable Resources of Waste	21.8%	23.8% or more
	Stable Maintenance of High-level Water Recycling	38.7%	38.7% or more
Coexistence with Nature	Zero Environmental Accidents of Class A and B	0	0
	Promotion of Environmental Conservation Activities	Implementation of All Planned Activities	Implementation of All Planned Activities
Others	Thorough Management of Regulated Substances by Suppliers	Investigation and Corrective Actions	Investigation and Corrective Actions
	Thorough Management of Prohibited Substances, etc.	Investigation and Corrective Actions	Investigation and Corrective Actions
	Zero Cases of Regulatory Non-compliance Class A and B	0	0
	Promotion of Improvement and Efficiency Enhancement of Core Department Operations (Achievement Rate Against Planned Items)	95.0%	95.0% or more

Environmental Risk Management

SUMCO Group (Japan) identifies environmental risks in the Basic Rules on Risk Management, including risk related to climate. Identified risks are incorporated into an initiative plan for environmental risks such as environmental pollution and extreme weather due to global warmings under the BSC and environmental management system. Then, the achievements are reported to the Environmental Management Officer as well as BSC and reviewed by top management.

Environmental Education

Education and Training Targeted at Suppliers to Increase Understanding of the Environmental Policies and Prevent Environmental Accidents

The SUMCO Group (Japan) provides environmental education to supplier of chemicals and other products and to industrial waste treatment firms covering SUMCO's Environmental Policies, prevention of environmental accidents and compliance with laws and ordinances.

In 2025, we conducted group training conducted by the Company, as well as training through document distribution. As for the results of the training, we receive training records from each company to confirm the level of understanding.

Contents of Education

1. Requests for vehicle inspections to prevent fuel, oil and other substances from leaking
2. The importance of SUMCO personnel being present at the time of delivery or collection, and request that their instructions be followed
3. Request for inspection of industrial waste collection vehicles, particularly to prevent leakage or dripping of sludge, liquid waste, etc.
4. Introduction to actual environmental accidents that occurred at the Company in the past

Environmental Accounting

In accordance with Ministry of the Environment's Environmental Accounting Guidelines 2005, the SUMCO Group (domestic / overseas) calculates the results of our group (Japan) from January 2025 to December 2025.

* Data of overseas manufacturing sites has been incorporated since 2025.

Environmental Costs

(million yen per year)	
Investments	1,952
Expenses* ¹	15,486

*¹ Internal labor cost, depreciation expenses and energy costs (electric power, fuel, water, etc.) related to operation are not included.

Environmental Conservation Benefits, Economic Effect

Category (Unit)	Environmental Conservation Benefits (2024-2025)* ²	Economic Effect (million yen)* ³
Electricity consumption (GWh)	▲45	413
Fuel consumption (crude oil equivalent kL)	▲759	
Water consumption (Mm ³)	0.1	
Chemical substance consumption (t)	▲192	
Industrial waste emissions (t)	100	

*² The negative value indicates that the increase in environmental loads exceeded reductions due to increases of production volume and trial productions that does not contribute to sales.

*³ Calculated by our original estimating method.

Environmental Audits

Through the SUMCO Group(domestic / overseas) , internal environmental audits are conducted by internal auditors, while environmental management system audits are implemented by an outside review organization.

Internal Environmental Audit

Internal environmental audits are annually conducted by internal auditors for all organizations in the SUMCO Group (domestic / overseas) subject to the Company's environmental management system. The results are reported to the Environmental Management Officer and reflected in the following year's activities to enable continuous improvement of the environmental management system.

Environmental Management System Audit

The SUMCO Group(domestic / overseas) is subject to regular audits conducted every year and a renewal audit conducted every three years for ISO 14001 certification by an external independent auditor.

Compliance with Environmental Legislation

The SUMCO Group(domestic / overseas) identifies the requirements of laws, regulations and agreements and verifies compliance. None of the items which is incompliance with laws and regulations were found in 2025.

We also ensure compliance with overseas chemical substance regulations, namely the Restriction on Hazardous Substances (RoHS) Directive and Regulation on Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH).

State of Compliance with Environmental Laws and Regulations SUMCO Group (domestic / overseas)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
Violations	0	0	0	0	0
Fines (yen)	0	0	0	0	0

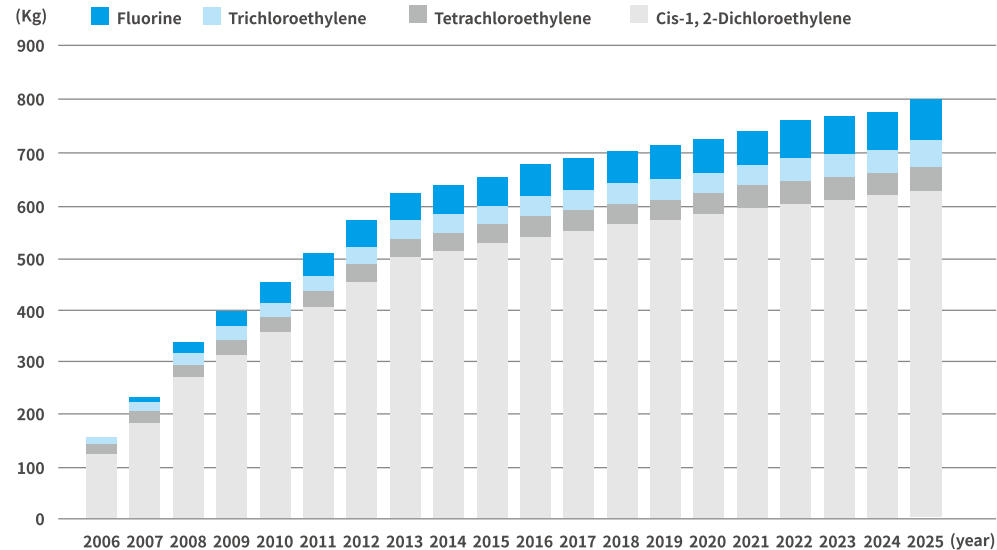
Progress of Soil and Groundwater Contamination Countermeasures

SUMCO Group (Japan) conducts soil and groundwater contamination surveys at all facility sites.

In a voluntary survey implemented at the Noda site in 2005, it was found that amounts of volatile organic compounds (VOC) and fluorine exceeded the soil and groundwater environmental standard values. We have been pursuing countermeasures in consultation with relevant parties. At present, we are working to prevent the spread of and recover contaminated substances by using a pumping well set up near the boundary of the plant grounds.

In fiscal year 2025, there were no new incidents related to industrial water/wastewater across SUMCO Group (Japan).

Accumulated Amount of Contaminated Substances Recovered Annually from Groundwater at the Noda Plant



ISO 14001 Management System Certificate

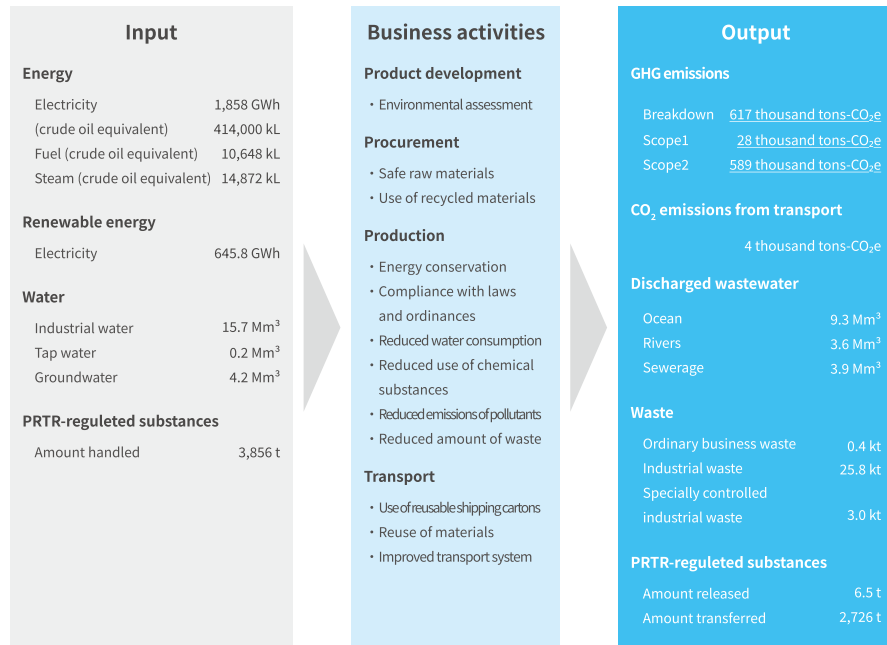
▶ ISO 14001 Management System Certificate [0.5MB/3Pages] 

▶ To ESG-oriented Investors

Environmental Load of Business Activities

The depletion of energy resources, global warming, threats to biodiversity and other environmental problems are having an increasingly serious impact on the global environment. Given these situations, the SUMCO Group (Japan) identifies forms of energy such as electric power, chemical substances, waste products, and wastewater as significant environmental aspects in its production activities. And we pursue initiatives to consider the environment and reduce environmental load across all of our business activities.

Business Activities and Environmental Load in 2025 (SUMCO Group [Japan])



*GHG emissions from electricity are calculated using the basic emission coefficients for power utilities.

List of Boundaries

	Site	Energy usage	GHG emissions	Water withdrawal/waste-water	Industrial waste generated	VOC emissions	PRTR emissions	Atmospheric pollutant emissions	Abbreviation
Includes SUMCO Group companies in Japan	Kyushu Factory (Nagahama, Imari)	○	○	○	○	○	○	○	SUMCO
	Kyushu Factory (Kubara, Imari)	○	○	○	○	○	○	○	
	Kyushu Factory (Saga)	○	○	○	○	—	—	○	
	Yonezawa Plant	○	○	○	○	○	○	—	
	Chitose Plant	○	○	○	○	—	—	—	
	JSQ Division	○	○	○	○	—	○	○	
	Sales Office (Tokyo)	—	○	—	—	—	—	—	
	Sales Office (Osaka)	—	○	—	—	—	—	—	
	Sales Office (Fukuoka)	—	○	—	—	—	—	—	
	SUMCO TECHXIV Corp. Nagasaki Plant	○	○	○	○	○	○	○	STC
	SUMCO TECHXIV Corp. Miyazaki Plant	○	○	○	○	—	○	○	
	SUMCO Technology Corp. Noda Plant	○	○	○	○	—	○	○	STEC
	High-Purity Silicon Corporation	○	○	○	○	○	○	○	HSJ

(remark)

Underlined items are subject to third-party verification.

Figures are rounded to the nearest whole number, so the total of the breakdown and the total value shown may differ.

Additionally, data of High-Purity Silicon Corporation has been incorporated since 2024.

	Site	Energy usage	GHG emissions	Water withdrawal/waste-water	Industrial waste generated	VOC emissions	PRTR emissions	Atmospheric pollutant emissions	Abbreviation
SUMCO Group Companies Overseas	SUMCO Phoenix Corporation	○	○	○	○	—	—	○	SPX
	PT. SUMCO Indonesia	○	○	○	○	—	—	○	SPTI
	FORMOSA SUMCO TECHNOLOGY CORPORATION	○	○	○	○	—	—	○	FST
	High-Purity Silicon America Corporation	○	○	○	○	—	—	○	HSA
	SUMCO Europe Sales Plc	○	○	—	—	—	—	—	SES
	SUMCO Singapore Pte.Ltd.	○	○	—	—	—	—	—	SSGP
	SUMCO Taiwan Technology Corporation	○	○	—	—	—	—	—	STWN

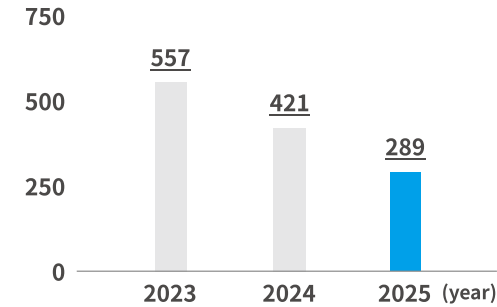
* Including all Japan and overseas sites.

* Since 2024, High-Purity Silicon Corporation and High-Purity Silicon America Corporation have been included in the boundaries.

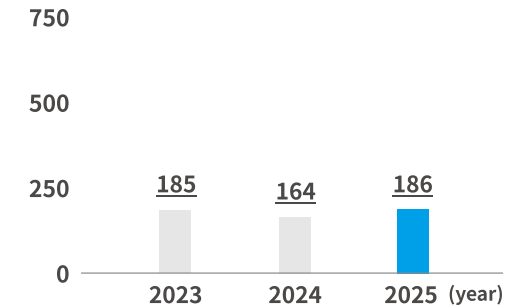
Environmental Load (SUMCO Group / domestic)

GHG emissions (domestic) (thousand tons-CO₂e per year)

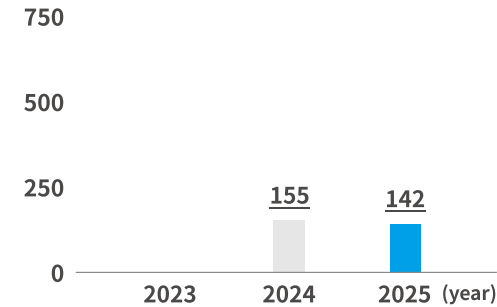
SUMCO (Scope1+2)



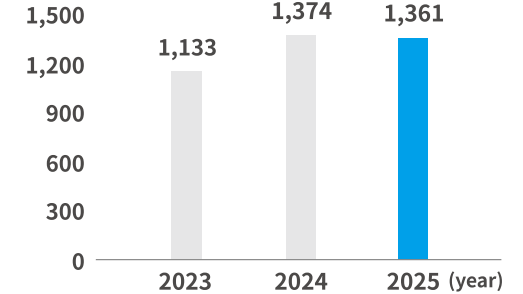
STC (Scope1+2)



HSJ (Scope1+2)

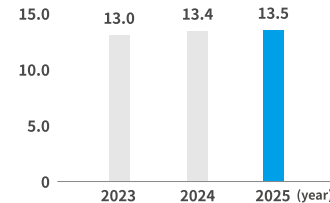


Scope3 (Japan)

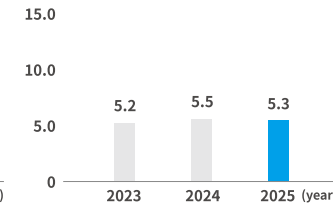


Water withdrawal (domestic) (Mm³ per year)

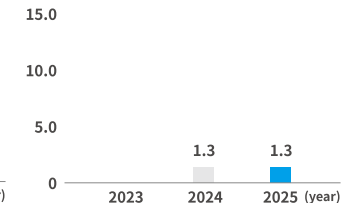
SUMCO



STC



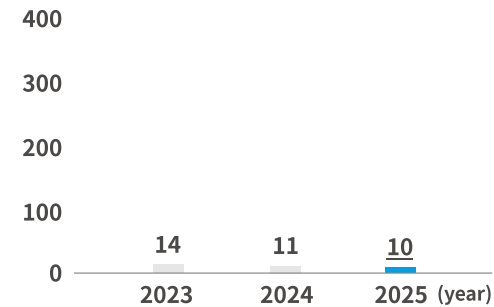
HSJ



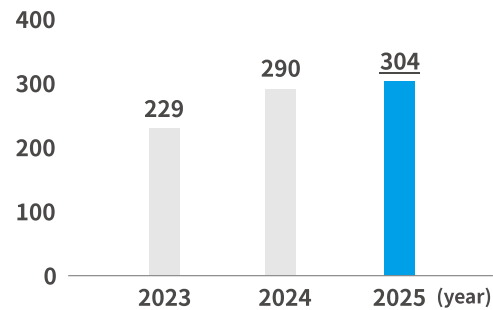
Environmental Load (SUMCO Group / overseas)

GHG emissions (overseas) (thousand tons-CO₂e per year)

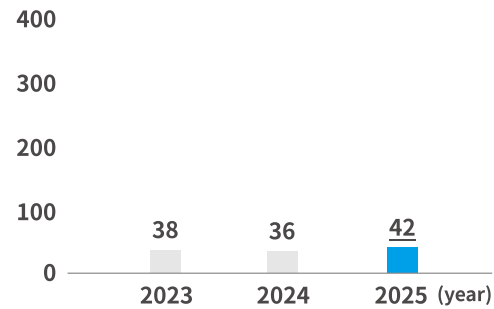
SPTI (Scope1+2)



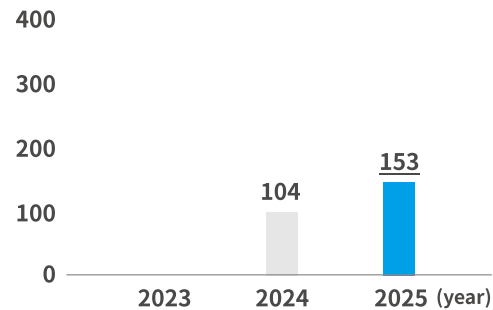
FST (Scope1+2)



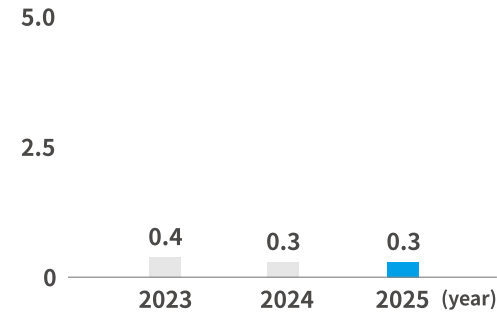
SPX (Scope1+2)



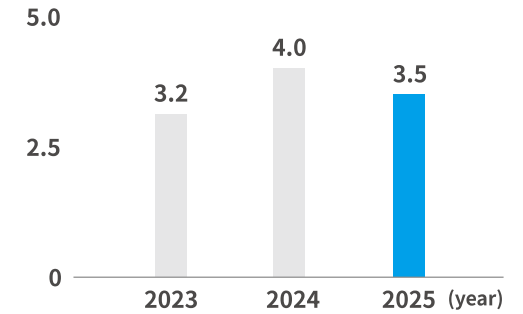
HSA (Scope1+2)

Water withdrawal (overseas) (Mm³ per year)

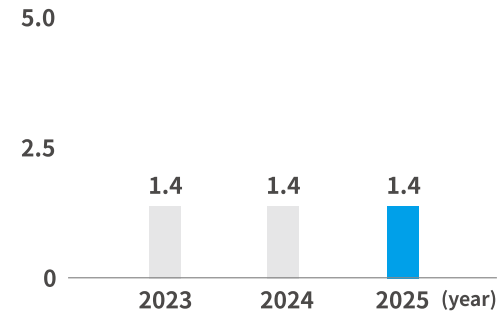
SPTI



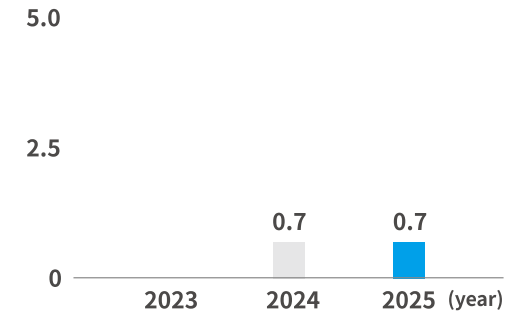
FST



SPX



HSA



* In 2024, the GHG emission factors of overseas affiliates were based on either local emission factors or the International Energy Agency (IEA) Emission Factors. In 2025, only local emission factors were used.

Environmental Data (SUMCO Group / domestic and overseas)

GHG Emissions Data

(thousand tons-CO₂e per year)

	Calculation Method	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
Scope 1 (direct)	Conventional	27	28	33	—	—
	SBT-compliant*1	—	—	83	83	79
Scope 2 (indirect)	Conventional	812	765	942	—	—
	SBT-compliant*1	—	—	1,194	1,097	1,047
Scope 3 (other indirect)	Conventional	758	882	1,133	—	—
	SBT-compliant*1	—	—	1,842	1,702	1,814
Scope 1&2	Conventional	839	793	975	—	—
	SBT-compliant*1	—	—	1,277	1,181	1,126
Scope 1, 2&3	Conventional	1,597	1,675	2,109	—	—
	SBT-compliant*1	—	—	3,119	2,883	2,940

*1 For the 2023 calculation, we have added the SBT-compliant calculation methods.

Under this methodology, High-Purity Silicon Corporation and High-Purity Silicon America Corporation have also been included in the boundary.

From 2024 onwards, we disclose the results using SBT-compliant calculation methods.

(remark)

Figures are rounded to the nearest whole number, so the total of each Scope and the total value shown may differ.

Greenhouse Gas Emissions Scope3 Data (SUMCO Group / domestic and overseas)

(thousand tons-CO₂e per year)

Category		2025	
		Domestic	Overseas
1	Purchased goods and services	<u>467</u>	147
2	Capital goods	<u>491</u>	164
3	Fuel- and energy-related activities (not in Scope 1 or 2)	<u>150</u>	62
4	Upstream transportation and distribution	97	21
5	Waste generated in operations	20	3
6	Business travel	6	1
7	Employee commuting	19	5
8	Upstream leased assets	Not applicable	Not applicable
9*1	Downstream transportation and distribution	3	4
10*1	Processing of sold products	82	30
11	Use of sold products	Not applicable	Not applicable
12*1	End-of-life treatment of sold products	23	16
13	Downstream leased assets	Not applicable	Not applicable
14	Franchises	Not applicable	Not applicable
15*1	Investments	5	0

(remark)

Figures are rounded to the nearest whole number, so the total of the breakdown and the total value shown may differ.

GHG Emissions Data (by Company)

(thousand tons-CO₂e per year)

	Calculation Method	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
SUMCO* ¹	Conventional	1,228	1,316	1,691	—	—
	SBT-compliant* ²	—	—	2,065	1,795	1,650
STC	Conventional	131	120	184	—	—
	SBT-compliant* ²	—	—	185	164	186
HSJ	SBT-compliant	—	—	153	155	142
FST	Conventional	165	167	171	—	—
	SBT-compliant* ²	—	—	360	401	582
SPX	Conventional	60	60	52	—	—
	SBT-compliant* ²	—	—	95	87	76
SPTI	Conventional	12	12	11	—	—
	SBT-compliant* ²	—	—	34	25	21
HSA	SBT-compliant	—	—	226	257	283
Other* ³	SBT-compliant	—	—	0.3	0.2	0.3
Total	Conventional	1,597	1,675	2,109	—	—
	SBT-compliant* ²	—	—	3,119	2,883	2,940

*1 Domestic Greenhouse Gas Emissions Scope3 is aggregated as "SUMCO".

*2 For the 2023 calculation, we have added the SBT-compliant calculation methods.

Under this methodology, High-Purity Silicon Corporation and High-Purity Silicon America Corporation have also been included in the boundary.

From 2024 onwards, we disclose the results using SBT-compliant calculation methods.

*3 Overseas non-manufacturing sites

(remark)

Figures are rounded to the nearest whole number, so the total of the breakdown and the total value shown may differ.

GHG Data (Scope 1) (SUMCO Group / domestic)

(tons)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
CO ₂	27,000	28,000	67,670	62,831	69,442
CH ₄	—	—	6	3	3
N ₂ O	—	—	14	18	16
HFC	0.014	0.014	5.63	5.30	3.20
PFC	—	—	0.048	0.048	0.034
SF ₆	—	—	0.0009	0.0022	0.0012
NF ₃	—	—	—	—	—

* Figures are rounded to the nearest whole number, so the total of the breakdown and the total value shown may differ.

* From 2023 onwards, we have disclosed the results using SBT-compliant calculation methods. Under this methodology, High-Purity Silicon Corporation and High-Purity Silicon America Corporation have also been included in the boundary.

Energy Consumption(SUMCO Group / domestic and overseas)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
Electricity usage (GWh)	1,877	1,963	2,327	2,462	2,534
Electricity (converted to heavy oil) (kL)	472,505	494,290	518,737	548,818	564,655
Fuel (converted to heavy oil) (kL)	9,670	10,103	31,212	29,108	31,403
Steam (converted to heavy oil) (kL)	—	—	16,457	17,653	18,923

※ From 2023 onwards, we have disclosed the results using SBT-compliant calculation methods. Under this methodology, High-Purity Silicon Corporation and High-Purity Silicon America Corporation have also been included in the boundary.

Water withdrawal (SUMCO Group / domestic and overseas)

(Mm³ per year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
Surface water (rivers, wetland, natural lakes)	15.7	17.3	17.9	20.5	20.3
Water underground (well water)	3.5	3.8	4.1	4.4	4.2
Quarry water	—	—	—	—	—
Potable water	1.3	1.3	1.2	1.6	1.6
External drainage	—	—	—	—	—
Rainwater	—	—	—	—	—
Seawater	—	—	—	—	—
Total	20.5	22.4	23.2	26.5	26.1

Water withdrawal (by Company)

(Mm³ per year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
SUMCO	11.1	12.7	13.0	13.4	13.5
STC	4.6	4.8	5.2	5.5	5.3
HSJ	—	—	—	1.3	1.3
FST	3.0	3.0	3.2	4.0	3.5
SPX	1.4	1.5	1.4	1.4	1.4
SPTI	0.4	0.4	0.4	0.3	0.3
HSA	—	—	—	0.7	0.7
Total	20.5	22.4	23.2	26.5	26.1

* Please refer the page of "Effective Use of Water Resources" for water-stressed area.

Drainage Water(SUMCO Group / domestic and overseas)

(Mm³ per year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
Total water drained into the ocean	9.1	10.3	10.7	11.9	12.9
Total water drained to surface water sources	—	—	—	—	—
Total water drained to underground sources / well water sources	—	—	—	—	—
Total water drained outside of plants (to sewer systems)	4.8	5.1	5.4	5.9	5.8
Other drainage water (to rivers)	3.5	3.5	3.4	3.8	3.6
Total drainage water	17.4	18.9	19.5	21.6	22.3

Drainage Water (by Company)

(Mm³ per year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
SUMCO	9.6	10.8	10.8	11.1	11.3
STC	4.0	4.2	4.5	4.8	4.7
HSJ	—	—	—	0.8	0.9
FST	2.3	2.3	2.7	3.0	3.5
SPX	1.1	1.2	1.2	1.3	1.2
SPTI	0.4	0.4	0.3	0.3	0.3
HSA	—	—	—	0.3	0.3
Total	17.4	18.9	19.5	21.6	22.3

VOC emissions (SUMCO Group / domestic)

(tons per year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
VOC	11.3	10.3	5.5	4.9	4.1

* Chemical Substances have been tabulated based on the PRTR system of the Ministry of Economy, Trade and Industry since 2021.

CDP

SUMCO has been recognized by the international NGO “CDP^{*1}” for its efforts in climate change and water security, and in 2025, we were included in the CDP A List^{*2}, for both climate change and water security, recognizing us as one of the highest performing companies in the area of climate change and water resource management.

2025 CDP Scores
Climate Change : A
Water Security : A

In 2025, we responded to two questionnaires on climate change and water security. Please refer to the PDF below for each answer from SUMCO.

[CDP Corporate Questionnaire 2025 \(PDF\)](#) 

*1 An international NGO that works in the environmental field. They send environmental questionnaires to companies and compile the results and analyze and evaluate them on a common scale.

*2 The rating system is a 5-rank scale (A, A-, B, B-, C, C-, D, D-, F). The A List is made up of the companies awarded the highest performance rank of "A".

Third Party Verification of GHG Emissions (SUMCO Group / domestic)

We have conducted third-party verification in accordance with ISO14064-3 for Scope 1, 2, and 3 (Categories 1, 2, and 3) to improve the reliability of the calculation results for GHG emissions of the SUMCO Group (Japan), and obtained a verification report.

2023: [Verification Report \(PDF\)](#) 

2024: [Verification Report \(PDF\)](#) 

2025: [Verification Report \(PDF\)](#) 

Combating Global Warming

To help prevent global warming, the SUMCO Group identifies both external and internal challenges to preventing climate change based on the Company's business goals/Environmental Policies and the needs and expectations of related stakeholders. In this way, the Group determines risks and opportunities related to these external/internal issues and needs/expectations.

Based on these, we resolve and implement year-long initiatives targeting climate change issues that take into account the risks and opportunities for each department, report the results to Environmental Management Officer, evaluate and analyze the results at meetings of the Environmental Management Committee, and as necessary, revise these risks and opportunities.

To look at a specific example: For the production of silicon wafer, the SUMCO Group makes every effort to streamline production and promote rationalization in order to reduce electric power consumption. In addition, each plant reduces electric power consumption by installing energy-saving and high-efficiency equipment when renewing production and utility facilities, by switching to LED lighting equipment, and other measures.

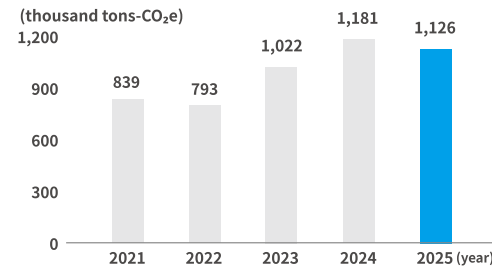
In Japan, the SUMCO Group also has registered with the Environmental Reporting Platform Development Pilot Project of the Ministry of the Environment. This undertaking encourages the disclosure of environmental information and dialog among parties including companies and investors. It is contributing toward the creation of a sustainable society by helping to ensure that companies actively engaged in environmental activities are properly recognized for their efforts and gain investor funding support as a result.

In 2024, major investment in GHG reduction totaled 778 million yen.

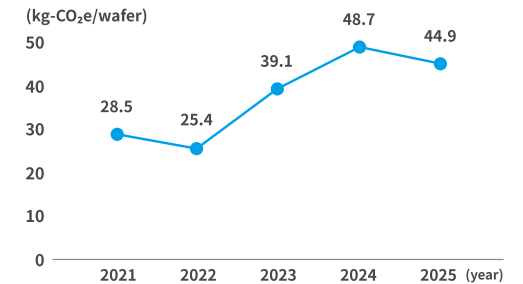
* Data of High-Purity Silicon Corporation and High-Purity Silicon America Corporation has been incorporated since 2024.

* Beginning with the FY2026 disclosure, the scope used to calculate GHG emissions and electric power consumption per Silicon Wafer (sales) has been revised. Data for JSQ have been included from 2021 onward, and data for HSJ and HSA have been included from 2024 onward.

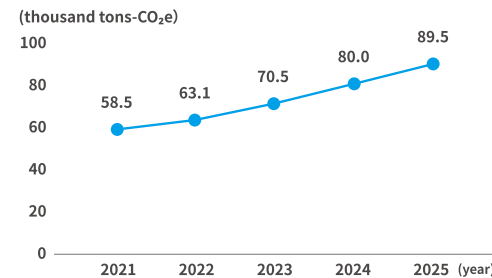
GHG Emissions (Scope 1+2) (SUMCO Group / domestic and overseas)



GHG Emissions per Silicon Wafer (sales) (SUMCO Group / domestic and overseas)

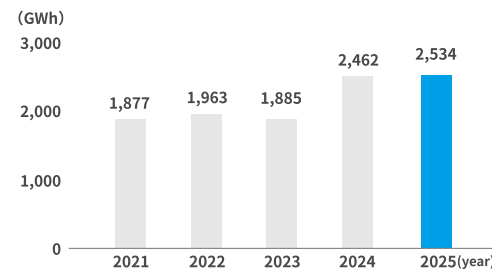


Cumulative Reduction of GHG Emissions (SUMCO Group / domestic)

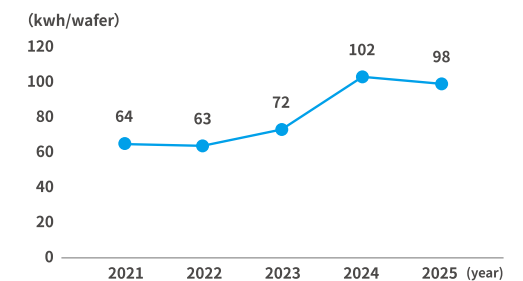


※ From fiscal year 2023, emission coefficients for power utilities are calculated using adjusted emission coefficients.

Electric Power Consumption (SUMCO Group / domestic and overseas)



Electric Power Consumption per Silicon Wafer (sales) (SUMCO Group / domestic and overseas)



Unit energy usage goal (SUMCO Group / domestic)

We set an unit energy usage goal in 2019 (to be reviewed in 2024). The GHG emissions related to the unit consumption calculation are the actual emissions of Scope2 (no carbon offset) and we shall strive to reduce GHG emissions by reducing energy consumption and improving energy efficiency in our corporate activities.

Target Year	2030
Goal	6.8% reduction from 2023 (1.0% reduction per year) (GHG emission in 2023: 975,000 tons-CO ₂ e)
Initiatives	Continuous energy-conservation activities

Efforts to Introduce Renewable Energy

Investment in Clean Technologies (such as Solar Power Generation, etc.)

We have installed solar power generation equipment at our Kyushu Factory (Imari, Kubara) and at High-Purity Silicon Corporation (Yokkaichi), and we use and sell renewable energy. In December 2025, we installed an additional 1.0 MW of power generation capacity at our Kyushu Factory (Imari, Kubara), and the electricity generated is used for on-site consumption. The total power generation capacity is 3.36 MW. Upon replacing production or utility equipment, we also adopt energy-saving or high-efficiency equipment and aim to curtail energy consumption through LED lighting.

Procurement of Non-Fossil Electricity (such as J-Credit and Non-Fossil Certificates, etc.)

The SUMCO Group (domestic) has started introducing procurement of non-fossil electricity to achieve its Net Zero targets. With this introduction, the Group's procurement of non-fossil electricity input in FY2025 will be 646 GWh, which is expected to contribute to a reduction of approximately 300,276 t-CO₂e/year.

Introduction of Corporate PPAs

To achieve its Net Zero target, the SUMCO Group (domestic) has been procuring renewable electricity generated by the Abukuma Onshore Wind Farm in Fukushima Prefecture through a corporate power purchase agreement (PPA) since April 2025.

The environmental attributes generated by the project are allocated to and consumed at our manufacturing sites located in the Hokkaido and Tohoku regions, contributing to the local production and local consumption of energy.

In addition, we plan to procure renewable electricity generated by the Ejima Offshore Wind Farm off Saikai City, Nagasaki Prefecture, in the future.

SUMCO Group Renewable Energy Introduction Results (SUMCO Group / domestic)

	Unit	Last year (2025)
Amount of renewable electricity	GWh	646
Total electricity consumption		1,858
Renewable energy ratio	%	34.8
(Ratio of renewable electricity)		

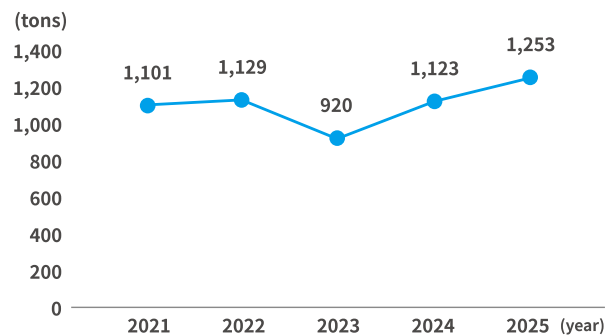
Internal carbon pricing (ICP) system

The SUMCO Group has introduced an Internal Carbon Pricing (ICP) system from January 2022 in order to achieve both reduction of GHG emissions and business growth. We will convert GHG emissions into costs and use them as one of the judgment criteria for environmental investment to promote the reduction of GHG emissions and energy conservation.

CO₂ Reduction through Modal Shift to Ship Transport in the Field of Logistics

SUMCO used to rely solely on airfreight for the transportation of silicon wafers to overseas markets. However, to reduce both CO₂ emissions and transportation costs, we have been promoting a modal shift to ship transport for some of our products since 2009, taking into account factors affected by longer transportation lead time and changes in the transportation environment. We conduct tests before switching to ship transport to confirm that the quality of products is not affected, as well as consulting with customers.

CO₂ Reduction through Modal Shift to Ship Transport



Climate Initiative

SUMCO has endorsed the Japan Climate Initiative (JCI) declaration to "join the global frontline for decarbonization from Japan" and has been participating since April 2023.

JCI is a network of companies, local governments, NGOs, and other organizations in Japan that are actively working to combat climate change.

► [Click here for Japan Climate Initiative \(JCI\)](#)

SBT (Science Based Targets)

The SUMCO Group obtained Science Based Targets (SBT)^{*1} certification for its Near-Term goals on June 12, 2025, from the SBT Initiative^{*2}, an organization that certifies SBT, the GHG^{*3} emission reduction targets set by the Paris Agreement.

Going forward, we will formulate a reduction plan for Scope 3 in addition to Scope 1 & 2, and actively encourage our suppliers to reduce GHG emissions.

^{*1} Science-Based Targets (SBT)

This is a GHG emission reduction target that is consistent with the level required by the Paris Agreement, and is set for the next 5 to 10 years.

^{*2} SBT Initiative (SBTi)

A joint initiative by CDP, World Resources Institute (WRI), UN Global Compact, and World Wide Fund for Nature (WWF). An organization that defines and promotes science-based best practices for setting GHG emissions reduction targets and independently evaluates corporate targets.

^{*3} GHG

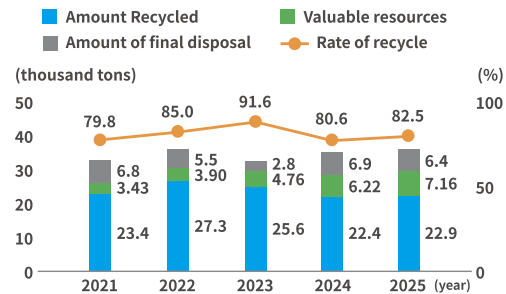
Greenhouse Gas

Reduction of Waste

In Japan, the SUMCO Group is working to reduce the amount of waste generated as part of environmental conservation efforts. With regard to waste, the SUMCO Group is focusing on conversion into valuable resources and recycling with an emphasis on the circular economy. In particular, we are promoting the conversion into valuable resources of waste oil, which has a large volume of emissions among waste products.

* In 2024, influence of acquisition of polycrystalline silicon business was seen, but we will continue to strive to reduce waste products.

Amount of Disposal and Rate of Recycle (SUMCO Group [Japan])



Waste Reduction through the Adoption of Reusable Containers

We are replacing the containers used to ship 300-mm diameter silicon wafers with reusable alternatives as one of the initiatives to reduce post-shipment waste.

The percentage of reusable containers used for shipment in 2025 was 84.7%, an increase from 2024.

Before introducing reusable containers, we conduct tests to ensure that the quality of the products is not affected.

Efforts to promote Resource Circulation of Plastic

In promoting waste reduction and recycling, SUMCO Group (Japan) established recycling goal for industrial waste of products using plastic, and is working to achieve it.

Recycling rate of industrial waste for products using plastic

«Target year»	2025	86%
«Actual year»	2025	91% (Generated amount 982 t)
	2024	84% (Generated amount 877 t)
	2023	89% (Generated amount 927 t)
	2022	79% (Generated amount 742 t)

► To ESG-oriented Investors

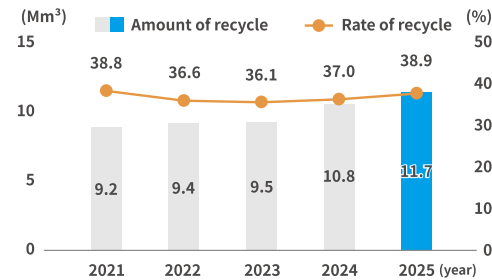
Effective Use of Water Resources

The SUMCO Group (Japan) recognizes that water is an essential resource in the manufacturing of silicon wafers. Therefore, the SUMCO Group (Japan) has set environmental objectives aimed at reducing water withdrawal and is working to effectively use water resources at all manufacturing bases.

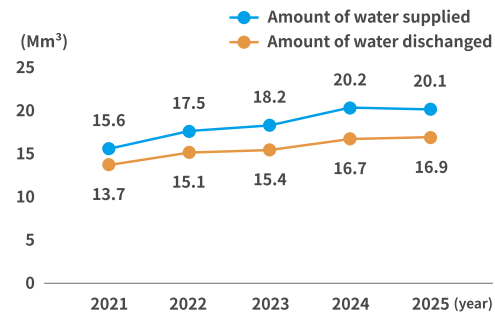
The water recycling rate of the SUMCO Group (Japan) in 2025 was 38.9%.

* Data of High-Purity Silicon Corporation has been incorporated since 2024.

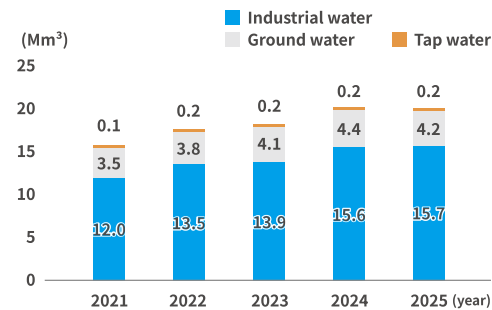
Amount of Water Recycled and Rate of Recycle (SUMCO Group [Japan])



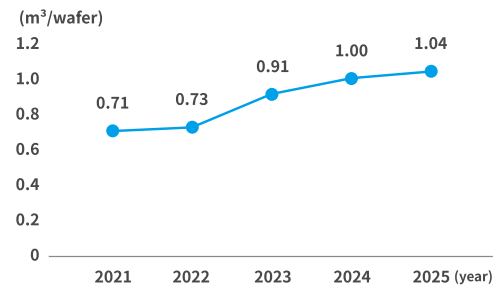
Amount of Water Withdrawn and Discharged (SUMCO Group [Japan])



Amount of Water Withdrawn and Discharged (SUMCO Group [Japan])



Amount of Water Withdrawn per Product (Sale) (SUMCO Group [Japan])



At our plants in Japan and overseas, we utilize the reject water generated in the water purification process as cooling water for utility facilities and dilution water for wastewater treatment chemicals. We are also working to conserve as much water as possible for recycling, such as collecting the rinse water used to clean silicon wafers.

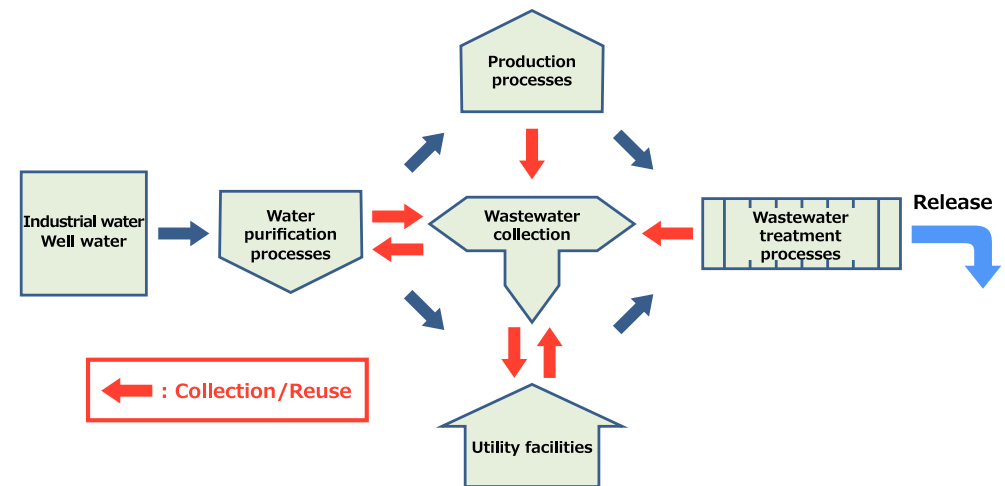
Water usage intensity goal (SUMCO Group/ domestic)

To make effective use of water resources, we set a water usage intensity goal in 2021.

We consider the amount of water supplied to factories as the amount of water usage when calculating the intensity, and aim to reduce the intensity by promoting water recycling in our corporate activities.

Target Year	2030
Goal	10.0% reduction from 2020 (1.0% reduction per year)
Initiatives	Promoting water recycling

Water Recycle Flow (SUMCO Group)



Cooperation with Stakeholders

■ Disclosures through CDP (Water Security)

The SUMCO Group disseminates information regarding its ESG efforts to a wide range of stakeholders. Starting 2021, we respond to the water security questionnaire conducted by the CDP, which publishes information on companies' environmental initiatives according to common measures.

Water-stressed Areas

The SUMCO Group investigates water stress using the AQUEDUCT tools provided by the WRI^{*1}. The following shows the results of the 2025 investigation.

Operating Base		Water Stress ^{*2}
Includes SUMCO Group companies in Japan	Kyushu Factory (Nagahama, Imari)	2
	Kyushu Factory (Kubara, Imari)	2
	Kyushu Factory (Saga)	2
	Kyushu Factory (Nagasaki)	2
	Yonezawa Plant	2
	Chitose Plant	1
	JSQ Division	2
	SUMCO TECHXIV Corp. Nagasaki Plant	2
	SUMCO TECHXIV Corp. Miyazaki Plant	1
	SUMCO Technology Corp. Noda Plant	2
	High-Purity Silicon Corp. Yokkaichi Plant	2
	High-Purity Silicon Corp. Suzuka Plant	2
SUMCO Group Companies Overseas	SUMCO Phoenix Corporation	4
	PT. SUMCO Indonesia	5
	FORMOSA SUMCO TECHNOLOGY CORPORATION	2
	High-Purity Silicon America Corporation	2

*1 WRI: The World Resources Institute. A U.S. policy center.

*2 Water stress: Evaluated on a scale of 1-5. The higher the number, the more water-stressed the area is.

Production sites that score 4 or higher on WRI's AQUEDUCT 5-point scale are considered to be sites in water-stressed areas. These sites are as follows.

- SUMCO Phoenix Corporation
- PT. SUMCO Indonesia

Water withdrawal at sites located in water-stressed areas

(Mm³/year)

	5 years prior (2021)	4 years prior (2022)	3 years prior (2023)	2 years prior (2024)	Last year (2025)
SPX	1.4	1.5	1.4	1.4	1.0
SPTI	0.4	0.4	0.4	0.4	0.4
Total	1.8	1.9	1.8	1.8	1.4

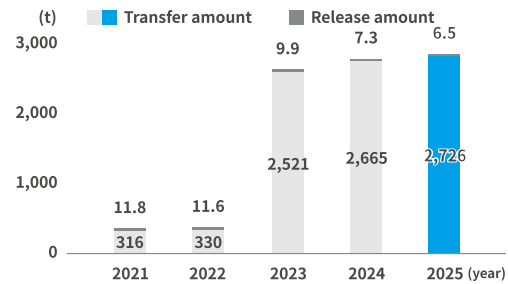
Chemical Substance Management

The Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof (Law concerning Pollutant Release and Transfer Register / PRTR Law) requires businesses to report the amounts of any designated chemical substances released into the environment or transferred.

With regard to the substances subject to reporting under the PRTR Law, the SUMCO Group (Japan) measures the amounts of such substances transferred or released into the environment based on a stringent management system and issues reports without omission.

* Data of High-Purity Silicon Corporation has been incorporated since 2024.

Amount of PRTR-Regulated Substances Released and Transferred (SUMCO Group [Japan])



* The figure for each year shows the amount of released or transferred substances during the preceding year from April through March.

List of Substances Subject to PRTR Reporting (Class 1 Designated Chemical Substances: 1 ton or more per year; Specific Class 1 Designated Chemical Substances: 0.5 tons or more per year) Period covered: April 2025 to March 2026

(t per year)

Name of Class 1 Designated Chemical Substance	Amount handled	Amount released				Amount transferred	
		Atmos-phere	Public waters	Soil	Landfill	Sewerage	Waste
Silicon carbide	2,462.5	-	-	-	-	-	2,454.3
Hydrogen fluoride and its water-soluble salts	971.8	0.1	0.02	-	-	-	242.7
Trimethylbenzene	134.0	0.7	-	-	-	-	-
Tetramethylammonium hydroxide	85.4	-	2.2	-	-	-	-
Xylene	73.1	0.4	-	-	-	-	-
Others	129.1	3.1	0.04	-	-	-	28.8
Total	3,855.9	4.2	2.2	-	-	-	2,725.9

* The amount handled is not equal to the total amount released and transferred because some substances were released after decomposition and detoxification.

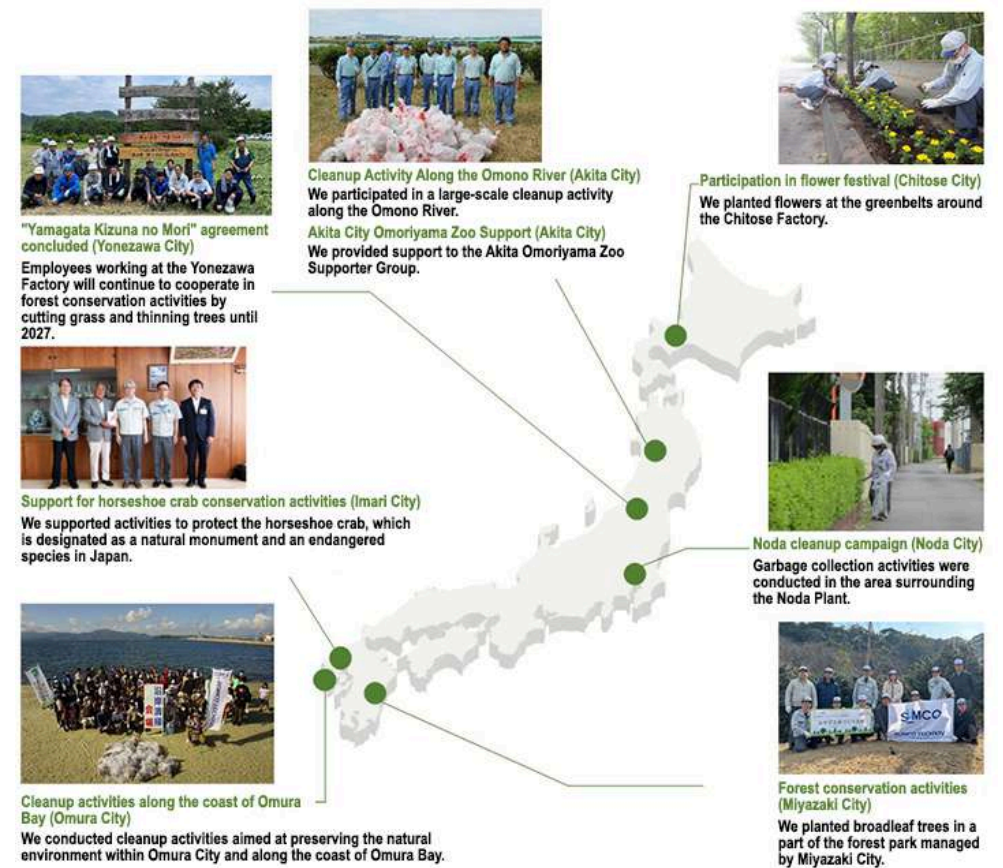
Initiatives for Biodiversity Activities

Our lives are supported by various benefits from "biodiversity." "Biodiversity" is also essential for human survival and quality of life.

The SUMCO Group recognizes that our business activities have a direct or indirect impact on biodiversity. Based on this recognition, The SUMCO Group aims to realize a sustainable society in harmony with nature that can continue to receive the benefits of "biodiversity" based on the "SUMCO Basic Environmental Policy."

Biodiversity Conservation Activities

We carried out biodiversity conservation activities at seven locations in Japan, mainly in areas where our facilities are located.



► [Click here for other social contribution activities](#)

Disclosure Based on TCFD Recommendations

In April 2021, we expressed our support for the TCFD^{*1} recommendations.

This section discloses our governance, strategy, risk management, and metrics and targets in line with the TCFD recommendations.

^{*1} The Task Force on Climate-related Financial Disclosures established by the Financial Stability Board (FSB)

1. Governance and Risk Management

SUMCO has appointed an “Executive Officer Responsible for Sustainability Promotion” who oversees our sustainability promotion initiatives, and established the Sustainability Promotion Department, a dedicated department under direct control of TOP management. In addition, we convene the “Sustainability Promotion Council” twice a year, in principle, as a company-wide meeting to oversee our sustainability initiatives, attended by executives at the managing executive officer level and above. An overview of the Sustainability Promotion Council is annually and regularly reported to the Board of Directors, where active discussions are held with the participation of outside directors. Furthermore, for risks assessed as potentially affecting our business continuity, including those related to sustainability, we implement risk management activities based on our Basic Rules on Risk Management to prevent risk events and minimize their impact.

► CSR and Sustainability Promotion Structure

2. Strategy

We recognize that the risks and opportunities associated with climate change are among the key business issues that will affect our future finance.

We therefore forecast and quantified the risks and opportunities that are likely to have a financial impact and carried out a scenario analysis in line with the TCFD recommendations.

(1) Major risks and opportunities related to climate change

Scope: SUMCO Group

Timing of embodiment: short term (1 year or less), medium term (1 to 3 years), medium to long term (3 to 10 years), long term (over 10 years)

Possibility: small, medium, large

Degree of impact: small (1 billion yen or less), medium (1 to 10 billion yen), large (over 10 billion yen)

Classification		Expected result	Timing of embodiment	Possibility	Degree of impact
Risk	Transition risk	Increase in procurement costs due to enhancement of Net Zero initiatives at suppliers and reflection of a carbon tax (carbon pricing) cost in a raw material unit price	Medium to long term	Large	Medium
		Increase in operating costs due to the introduction of a carbon tax (carbon pricing)	Medium term to medium to long term	Large	Medium
		Increase in waste disposal costs due to the formation of a recycling-oriented society	Medium to long term	Large	Medium
		Increase in business costs due to the increased burden of renewable energy levy	Short term to medium to long term	Large	Medium
		Decreased potential for capital acquisition due to the growing difficulty in meeting the demands of increasingly sophisticated ESG-oriented investors	Medium term	Large	Small
	Physical risk	Suspension of business activities due to wind and flood disasters	Short term	Medium	Small to large
		Supply chain disruptions due to wind and flood disasters	Short term	Medium	Small to large
Opportunity		Expansion of demand for energy-saving-related equipment due to the advancement of energy conservation and renewable energy	Long term	Large	Large
		Expansion of demand for automotive products due to the spread of EVs	Medium to long term	Large	Large
		Expansion of demand for data centers due to the enhancements of communication traffic and data processing	Medium to long term	Large	Large
		Expansion of demand for infrastructure and automation equipment aimed at enhancing energy efficiency	Medium to long term	Large	Large

(2) Scenario analysis

Although all the items identified as risks and opportunities are evaluated as having a significant impact on SUMCO, two items (blue items in the above list) have been selected for the scenario analysis in the current fiscal year.

1) Increase in operating costs due to the introduction of a carbon tax (carbon pricing) [Risk]

Since we emit large amounts of greenhouse gases and there will be a significant impact on our business if a carbon tax is introduced, we conducted a scenario analysis for the 2°C and 4°C scenarios.

(i) Assumptions of scenario analysis

(1) Total emissions for scopes 1 and 2

Emissions in 2030 are estimated, with emission factors calculated for each country's electric utilities based on the World Energy Outlook (WEO) 2019 of the International Energy Agency (IEA).

	2°C Sustainable Development Scenario (SDS)	4°C Stated Policies Scenario (STEPS)
Emissions in 2030	Approx. 430,000 t-CO ₂ /yr	Approx. 675,000 t-CO ₂ /yr

(2) Carbon prices

Carbon prices of each country are set on the basis of the World Energy Outlook (WEO) 2019 of the International Energy Agency (IEA).

	2°C Sustainable Development Scenario (SDS)	4°C Stated Policies Scenario (STEPS)
Japan, USA, Taiwan	\$100/t-CO ₂ *2	\$33/t-CO ₂ *4
Indonesia	\$75/t-CO ₂ *3	\$12/t-CO ₂ *5

*2 The value for advanced economies is adopted.

*3 The value for selected advancing economies is adopted.

*4 The value for EU is adopted.

*5 The lowest value among the values given for different countries in the WEO 2019 is adopted.

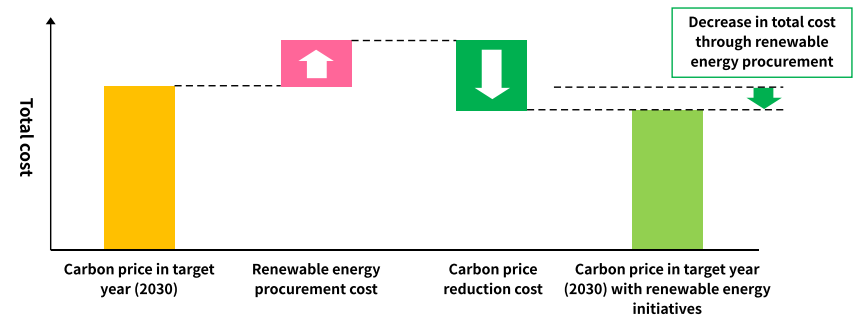
(ii) Scenario analysis

The cost burden will increase by about 2.4 billion yen/yr under the 4°C scenario and about 4.7 billion yen/yr under the 2°C scenario.

(iii) Proposed cost reduction initiatives

Since the scenario analysis has indicated that the total cost decreases when the unit cost of procuring renewable energy is lower than the unit carbon price, we continue to discuss the introduction of renewable energy in addition to our current efforts toward energy conservation.

Image of costs associated with carbon tax



2) Expansion of demand for energy-saving-related equipment due to the advancement of energy conservation and renewable energy [Opportunity]

As we move toward a decarbonized society, demand is expected to increase for power semiconductors that provide stable and efficient power supply and streamlined, high-precision control.

We have conducted scenario analysis for representative products that are expected to become more widespread in the future due to climate-change-related factors and for which both the 2°C and 4°C climate change scenarios exist and have evaluated changes in the demand for power semiconductors in each industrial sector.

	Consumer equipment sector	Electric railcar sector	Energy sector	Automotive & electronics sector	Information & communication equipment sector	Industry sector
Market size of power semiconductors in percentage ^{*6}	20%	A few percent	A few percent	25%	25%	25%
Products and devices with semiconductors having promising growth potential	Inverters for home appliances, AC adapters, etc.	Electric railcars (inverter modules)	Solar and wind power generation equipment, power transmission infrastructure, etc.	EVs, quick charging stations, wireless power supply systems, etc.	Server power supplies, UPS, etc.	High-voltage and high-current applications, such as motor control, inverter control, and welding machinery
Power semiconductors targeted for scenario analysis	IGBT, Power MOSFET	IGBT, Power MOSFET	IGBT, Power MOSFET	IGBT, Power MOSFET		IGBT, Power MOSFET
Changes in power semiconductor demand toward achieving the goal of less than 2°C in 2030	Production of high-efficiency air conditioners with inverters is estimated to be about 1.3 times higher than that under the 4°C scenario (business as usual). The production percentage of air conditioners with inverters is also expected to rise.	The demand for rail travel, whose CO ₂ emissions per travel distance is low, will grow. The production of railcars is estimated to be about 1.2 times higher, compared to the 4°C scenario (business as usual).	Although it is difficult to forecast the volume of power semiconductors to be installed in power generation equipment and related products, we estimate that the amount of solar and wind power to be introduced globally will be about 1.5 times greater than in the 4°C scenario (business as usual).	A separate scenario analysis is conducted for general automotive semiconductor devices (see "Expansion of demand for automotive products due to the spread of EVs")	This sector was not included in the analysis because there are no appropriate climate change scenarios for the sector, and the cycle of products and services is shorter than in other sectors, making medium- to long-term projections difficult.	Although there are no climate change scenarios for individual equipment and products in this sector, we estimate that energy intensity in the manufacturing industry will decrease by about 7% in comparison with the 4°C scenario (business as usual) due to energy conservation and improved efficiency.

	Consumer equipment sector	Electric railcar sector	Energy sector	Automotive & electronics sector	Information & communication equipment sector	Industry sector
Our business opportunities in the transition toward achieving the goal of less than 2°C	Increased production of air conditioners due to global warming and greater extremes of weather is expected to have a positive impact on demand for our products.	Although the market size is small, we expect a positive impact on demand for our products as demand for electric railcars increases due to a modal shift.	Although the market size is small, we expect that the global shift to renewable energy will increase the production of power conditioners and other products, which will have a positive impact on demand for our products.	A separate scenario analysis is conducted for general automotive semiconductor devices (see "Expansion of demand for automotive products due to the spread of EVs")	Considering that there are no direct climate change factors affecting the demand for products and services in this sector, we assess that the difference in demand for power semiconductors in this sector between the 2°C and 4°C scenarios is small.	We expect that demand for power semiconductors will increase due to such factors as progress in energy conservation and higher efficiency in factories, which will lead to increased demand for our products.
Our business opportunities with the spread of next-generation power semiconductors	The market for next-generation power semiconductors, using new materials (SiC, GaN, etc.) which are currently undergoing development, commercialization, and cost reduction, is expected to expand significantly by 2030. We will continue to monitor the spread of next-generation power semiconductors, pursue development, and increase our capacity.					

^{*6} Based on a research company's forecast data

3) Expansion of demand for automotive products due to the spread of EVs [Opportunity]

In forecasting the demand for automotive wafers, we estimated the ratios of future EV/HEV production as shown in the figure below.

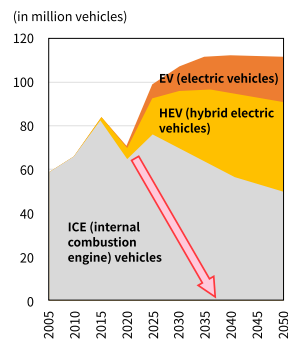
Regarding the right-side graph (New scenario) as the 2°C scenario and the left-side graph as the 4°C scenario (business as usual), we analyzed the trend of silicon wafer demand until 2030 by multiplying the projected area of silicon wafers for automotive semiconductors by the production ratio of each vehicle type.

The results indicate that the demand for silicon wafers in 2030 will be more than doubled compared to 2020 in both the 2°C and 4°C scenarios. When both scenarios are compared, the demand as of 2030 under the 2°C scenario is estimated to be about 1.1 times higher than that under the 4°C scenario.

In the automotive and electronics sector, we expect, as a baseline, increasing demand for automotive semiconductors due to such trends as automated driving and computerization of display devices. In addition, we expect that the spread of EVs and PHEVs for decarbonization will have the effect of further boosting demand, with a positive impact on demand for our products.

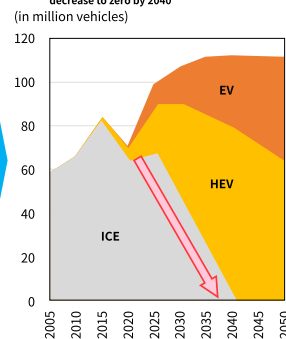
We will therefore continue to develop high reliability and durability of our products and increase our capacity.

1. Number of vehicles forecast at the beginning of 2020



2. New scenario

- Acceleration of decarbonization amid the COVID-19 crisis
Assuming that the number of ICE vehicles will decrease to zero by 2040



Source: Earnings briefing for the fiscal year ending December 2020

* The scenario analysis was conducted with the help of an external research company in collecting and analyzing external information.

3. Metrics and Targets

Tackling climate change is one of the goals in SDGs, and delinking of economic growth and environmental degradation is strongly required. The SUMCO Group, which supports the growing semiconductor industry, set goals for Net Zero covering Scope 1+2 of SUMCO Group (Japan), in September 2021 toward the realization of a sustainable society, and in February 2024, changed the goal to comply with the SBT^(*)1)'s 1.5°C scenario from SBT's 2.0°C scenario. In addition, in February 2025, we changed the goal that covers domestic and overseas sites, and set the new goal covering Scope3. As a result, we obtained SBT certification for its Near-Term goals on June 12, 2025.

Target Year	2030 (Near-term Goal)	2050 (Long-term Goal)
Scope1+2 Goals	42% reduction from 2023 (6.0% reduction per year) [in conformity to 1.5°C scenario of SBT ^(*)7)]	100% reduction
Scope3 Goals	25% reduction from 2023 (3.6% reduction per year) [in conformity to WB ^(*)8) 2°C scenario of SBT ^(*)7)]	-
Initiatives	Continuous energy-conservation activities Further introduction of more renewable energy (such as Solar power generation, Wind PPA, etc.) Procurement of environmental value (such as Non-Fossil Certificates and J-Credit, etc.) Promotion of initiatives for Net Zero by our suppliers, etc.	

*7 Science Based Targets

Reduction targets of greenhouse gas emissions set by companies that comply with the standards of the Paris Agreement

*8 Well-Below

Disclosure Based on TNFD Recommendations

1. Introduction

Currently, the world is making a major shift toward the shared goal of achieving 'nature positivity' to halt biodiversity loss and put it on a recovery track by 2030. The 'Kunming-Montreal Biodiversity Framework', adopted in 2022, calls for transformative changes in social and economic practices, and the conservation of natural capital is no longer just about risk management; it is an essential condition for sustainable growth.

As a company that supports the development of a digital society through the supply of silicon wafers for semiconductors, the SUMCO Group is committed to realizing a sustainable society in harmony with nature under the 'SUMCO Basic Environmental Policy', in order to pass on to future generations the benefits derived from healthy ecosystems. As part of this, we support the principles of the Task Force on Nature-related Financial Disclosures (TNFD) and will transparently communicate our dependence and impact on natural capital, as well as the associated risks and opportunities, through information disclosure based on this framework.

2. Risk and opportunity assessment process in natural capital

The SUMCO Group recognizes its dependencies on and impacts to natural capital in its business activities and has identified nature-related issues and developed response strategies based on the TNFD Recommendations*1 and the 'LEAP Approach'*2 recommended by TNFD, with the aim of maintaining and enhancing long-term corporate value.

The LEAP approach is a method that systematically addresses nature-related challenges through the following four processes.

*1 [Taskforce on Nature-related Financial Disclosures \(TNFD\) Recommendations](#) 

*2 [Guidance on the identification and assessment of nature-related issues: the LEAP approach](#) 

- **Locate (Discovering Connections with Nature):** Identify potential nature-related issues in your business activities, including the supply chain, identify the source locations of such issues, and determine their priorities.
- **Evaluate (Dependence and Impact Assessment):** We quantitatively and qualitatively assess the benefits that business activities receive from nature (dependencies) and the effects they have on ecosystems (impacts) at the identified points of interaction with nature.
- **Assess (Risk and Opportunity Assessment):** Based on the assessment of dependencies and impacts, we identify physical risks, transition risks, and nature-related business opportunities that affect business continuity.
- **Prepare (Preparation for Response and Reporting):** We reflect on the analysis results in our management strategies and resource allocation, and prepare for information disclosure to stakeholders.

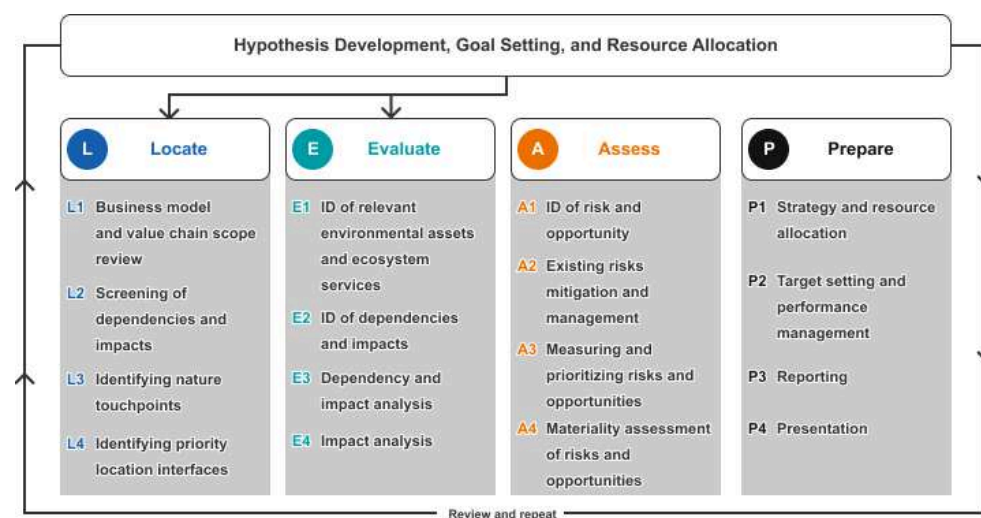


Figure 1. Conceptual diagram of the LEAP approach

FY2025, we conducted the entire process of the LEAP approach on a trial basis. The material issues identified at this stage are disclosed below as the foundation of the SUMCO Group's strategy. Looking ahead, the SUMCO Group plans to gradually integrate the results of this analysis into our governance and risk management systems.

Locate (Discovering Connections with Nature)

Screening of Dependencies and Impacts

The SUMCO Group conducted a dependence and impact assessment on natural capital covering the entire value chain (upstream, direct operations, downstream) of the single segment 'Manufacturing and Sales of Silicon Wafers for Semiconductors'. Using the international evaluation tool 'ENCORE'^{*3}, we analyzed the 'dependence' and 'impact' of business activities on nature within the value chain. Based on this analysis, we identified business activities in the value chain and direct operations where dependencies and impacts were found to exceed a certain threshold as 'priority business activities for assessment' and created a heat map to visualize the dependencies and impacts.

^{*3} ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure):

A tool developed by UNEP-WCMC and others for assessing dependencies and impacts on natural capital. It enables the identification of both ecosystem services enjoyed (dependencies) and pressure drivers on nature (impacts) for each business sector.

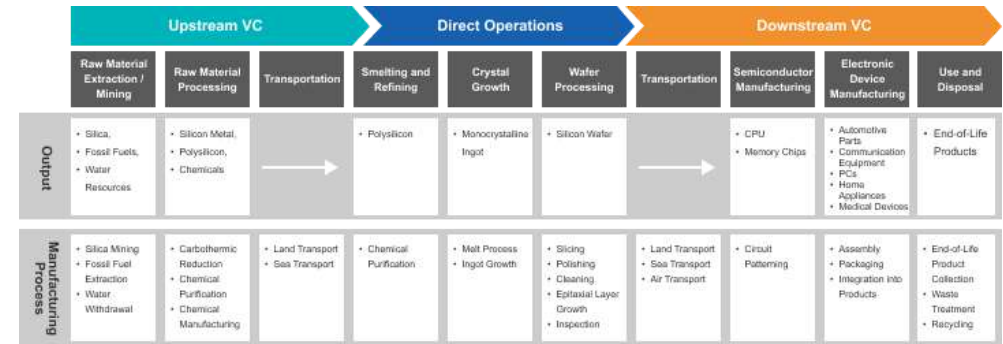


Figure 2. Value Chain Diagram

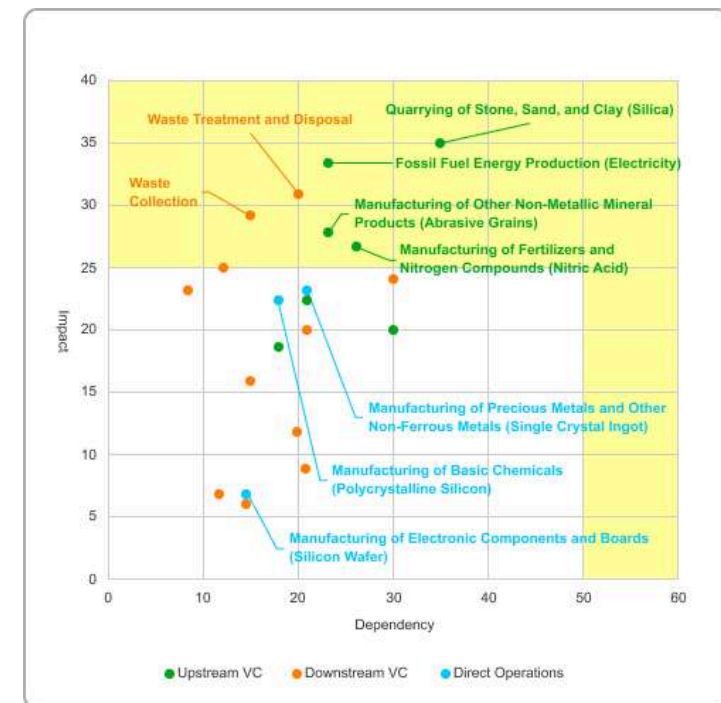


Figure 3. Dependence and Impact Score map

Value Chain	Business Activities	Provisioning Services	Regulating Services								
		Water Supply	Water Purification	Air Purification	Purification of Hazardous Substances in Soil and Sediment	Carbon Sequestration and Climate Stabilization	Stabilization of Water Flow	Stabilization of Rainfall Cycles	Natural Breakwater and Windbreak Functions	Soil Erosion Control	Flood Mitigation
Upstream Value Chain	Quarrying of Stone, Sand, and Clay (Raw Material: Silica)	H	VH	VL		H	H	VH	M	H	H
	Fossil Fuel-Based Power Generation (Electricity)	H	M	VL	M	M	H		L	M	M
	Manufacturing of Fertilizers and Nitrogen Compounds (Nitric Acid)	H	M	VL	M	VL	H	M	M	M	M
	Manufacturing of Other Non-Metallic Mineral Products (Abrasives Grains)	M	M	VL	M	VL	M	L	M	L	M
Direct Operations	Manufacturing of Basic Chemicals (Polycrystalline Silicon Production)	M	M	VL	L	VL	M	VL	M	M	M
	Manufacturing of Precious Metals and Other Non-Ferrous Metals (Single Crystal Ingot Production)	M	M	M	L	VL	M	M	M	L	M
	Manufacturing of Electronic Components and Boards (Silicon Wafer Production)	M	M	VL	L	VL	M	VL	M	L	M
Downstream Value Chain	Waste Collection	M		M		VL	M	M	L	VL	M
	Waste Treatment and Disposal	M	M	VL	VH	VL	M	M	L	VL	VL

Figure 4. Heat Map of Dependencies on Nature

Value Chain	Business Activities	Land Use	Freshwater Use	Ocean Use	Water Use	Natural Resource Extraction (Minerals, etc.)	GHG Emissions	Emission of Non-GHG Air Pollutants	Pollution of Soil and Water by Hazardous Substances	Nutrient Pollution	Solid Waste Generation and Discharge	Disturbances (Noise, Light Pollution, etc.)	Introduction of Invasive Species
Upstream Value Chain	Quarrying of Stone, Sand, and Clay (Raw Material: Silica)	M	H	H	M	VH	H	H	H		L	H	VL
	Fossil Fuel-Based Power Generation (Electricity)	M	M		M		VH	VH	VH		H	VH	
	Manufacturing of Fertilizers and Nitrogen Compounds (Nitric Acid)	L			M		M	M	VH	VH	M	VH	
	Manufacturing of Other Non-Metallic Mineral Products (Abrasives Grains)	L	M		M		H	H	VH	M	M	M	
Direct Operations	Manufacturing of Basic Chemicals (Polycrystalline Silicon Production)	L			M		M	M	VH		M	VH	
	Manufacturing of Precious Metals and Other Non-Ferrous Metals (Single Crystal Ingot Production)	L			L		M	H	VH	M	M	VH	
	Manufacturing of Electronic Components and Boards (Silicon Wafer Production)	L			L		VL	L	H		L	M	
Downstream Value Chain	Waste Collection	M			M		H	M	M	M	M	H	M
	Waste Treatment and Disposal	M			M		H	M	H	H	M	H	M

Figure 5. Heat Map of Impacts on Nature

Upstream: A high dependence on stable 'water supply' was confirmed in sectors such as quartzite mining, which serves as the primary raw material for silicon wafers, and energy production. Furthermore, it was confirmed that 'regulating services' provided by ecosystems, such as climate regulation and water flow regulation, serve as an essential foundation supporting business sustainability throughout the entire value chain.

As for the primary impacts on nature, we identified land use changes associated with resource extraction and the discharge of pollutants.

Direct operation: The silicon wafer manufacturing process requires large volumes of clean water. A defining characteristic of this process is its high dependence on the supply and regulation functions of these water resources.

Regarding the primary impacts on nature, we identified the discharge of pollutants into the air and water during the manufacturing process, as well as the impacts on wildlife caused by noise and other factors associated with operations.

Downstream: Dependencies on the purification and remediation services of nature were confirmed at the disposal and recycling stages of process by-products and products.

Regarding the primary impacts on nature, we identified the discharge of pollutants during waste treatment processes, as well as physical disturbances such as noise and light pollution associated with treatment operations.

As a result of the analysis using ENCORE, it was confirmed that dependencies and impacts on nature are greatest in the upstream value chain. However, considering the current challenges in ensuring traceability in the upstream value chain and the limitations of available data, we have decided to limit the scope of this detailed analysis and identification of priority locations to 'our own operational sites,' where we have direct management control.

Identification of Priority Locations

The SUMCO Group assessed the environmental characteristics of the regions where its business sites are located and identified priority locations requiring focused attention, with the aim of gaining a more concrete understanding of nature-related risks and opportunities.

In this phase, we evaluated all manufacturing and research and development sites within the direct operational scope of The SUMCO Group — comprising 11 domestic sites and 6 overseas sites, totaling 17 sites. In conducting the assessment, we identified the relevant biomes based on the location data of each site and then evaluated whether each site met the criteria for 'ecologically sensitive areas' as defined by TNFD.

Criteria for Ecologically Sensitive Areas

1. Areas of importance for biodiversity: Areas adjacent to protected areas or habitats of rare and endangered species
2. Areas of high ecosystem integrity: Areas where the natural state of ecosystems is well maintained
3. Areas of degraded ecosystem integrity: Areas where ecosystem destruction or deterioration is progressing
4. Areas of high physical water risk: Areas exposed to risks such as water scarcity, water pollution, and flooding
5. Areas of importance for ecosystem service provision: Areas where the ecosystem services on which our business depends are equally vital to local communities

For the analysis tools, we used external databases such as the globally recognized 'WWF Biodiversity Risk Filter'*4 to qualitatively score regional characteristics at each site.

*4 WWF Biodiversity Risk Filter: A tool developed by the World Wide Fund for Nature (WWF) to assess biodiversity risks at business sites and supply chains. Based on location information at the site, it is possible to visualize physical, regulatory, and reputation risks.

As a result of the analysis, 8 out of the 17 sites assessed were identified as priority locations requiring focused attention.

Table 1. Identified Priority Locations

Business Locations	Address	Reason for Selection
Kyushu Factory (Nagahama, Imari)	Imari-shi, Saga	Adjacent* to a protected area for Critically Endangered Horseshoe Crab.
Kyushu Factory (Kubara, Imari)	Imari-shi, Saga	Adjacent to a protected area for Critically Endangered Horseshoe Crab.
Kyushu Factory (Saga)	Kohoku-machi, Kishima-gun, Saga	Adjacent to a Key Biodiversity Area (KBA*2) (Rivers and Ponds of Chikushi Plain).
High-Purity Silicon Corporation (Suzuka)	Suzuka-shi, Mie	Adjacent to a Key Biodiversity Area (KBA) (Estuary of Ano River and Shidomo River).
PT.SUMCO Indonesia	Cikarang, Bekasi, West Java, Indonesia	Located in a high-risk area for air pollution, water stress, and water pollution.
SUMCO Phoenix Corporation	Phoenix, Arizona, USA	Located in an arid area with high water stress and water depletion risks.
SUMCO Southwest Corporation	Phoenix, Arizona, USA	Located in an arid area with high water stress and water depletion risks.
SUMCO Phoenix Corporation Albuquerque	Albuquerque, New Mexico, USA	Located in an arid area with high water stress risk.

*1 Areas within approximately 5 km in a straight line were defined as 'adjacent.'

*2 KBA: Key Biodiversity Areas. Regions that significantly contribute to the global sustainability of biodiversity in terrestrial, freshwater, and marine ecosystems.

For these identified priority locations, we will focus on conducting more detailed analyses in 'Evaluate' (Dependence and Impact Assessment) and 'Assess' (Risk and Opportunity Assessment).

Evaluate (Dependence and Impact Assessment)

We conducted a detailed survey of inputs and outputs in the business processes, as well as environmental management items, for the 8 priority locations identified in the Locate phase. In this phase, we are examining dependencies and impacts on nature in detail based on these actual data.

Dependence on nature

The SUMCO Group's silicon wafer manufacturing is built upon specific ecosystem services, and their stability forms an indispensable foundation supporting the stable supply of silicon wafers. The primary dependencies are as follows.

High dependence on water supply services: Large volumes of clean water are required for the pulling of high-purity ingots and the precision polishing and cleaning processes of wafer surfaces. The dependence on 'water supply services' is extremely high across all sites, and the stable securing of freshwater is a critical issue that directly affects production capacity.

Dependence on Water Quality Regulation and Natural Purification: While we conduct appropriate wastewater treatment in compliance with applicable laws and regulations, we depend on the natural self-purification capacity of rivers and oceans — the final receiving bodies of our treated effluent — including their 'water purification functions' and 'dilution and dispersion functions.' These functions are important elements in reducing the environmental burden on surrounding areas and maintaining the water cycle.

Impact on Nature

The SUMCO Group's business activities involve a certain level of environmental burden in the manufacturing process, which has direct and indirect impacts on climate change and the state of local ecosystems. The primary impacts on nature are as follows.

Impact on atmospheric conditions due to energy consumption: Through the consumption of large amounts of electricity, which is essential for silicon wafer manufacturing, we emit greenhouse gases (GHGs). We recognize this as an impact that contributes to climate change and may indirectly lead to the degradation of global natural capital.

Impact on water resources and local ecosystems: In addition to our contribution to local water stress through large volumes of water intake, we are closely monitoring the potential thermal load and water quality changes that treated effluent may have on the surrounding environment. In particular, in areas rich in biodiversity — such as the Imari-Saga area, known as a breeding ground for horseshoe crabs — we continue to implement strict wastewater management in order to minimize the burden on their habitat.

Resource Circulation and Pollutant Emissions: The large volumes of industrial waste generated in the manufacturing process, as well as nitrogen oxides (NOx) from boiler operations and the discharge of various chemical substances, are factors that contribute to the degradation of land and air quality. In response to these impacts, we are working to reduce the environmental burden through thorough resource recycling and emission controls.

External Factors That May Alter the Availability of Ecosystem Services

In addition to our own direct impacts, we have identified the following changes in the external environment as impacts that threaten the availability of the ecosystem services on which we depend.

Changes in laws and regulations related to water use and wastewater discharge: Should the legal framework governing water resource use and wastewater management become more specific and stringent in the future, the permissible capacity for 'natural self-purification functions (dilution and dispersion functions)' and other ecosystem services on which we depend may be substantially limited, potentially becoming a constraining factor in the sustainable utilization of current ecosystem services.

Acceleration and intensification of climate change: Climate change leads to the intensification of weather-related disasters such as heavy rainfall and typhoons caused by global warming and becomes a factor that directly alters regional water cycles. For example, in the event of large-scale flooding, it poses a pressure that destabilizes the 'stable supply of clean water' — the lifeline of silicon wafer manufacturing — through factors such as intake restrictions caused by a rapid rise in river water turbidity, damage to water intake and conveyance infrastructure, and supply disruptions due to power outages.

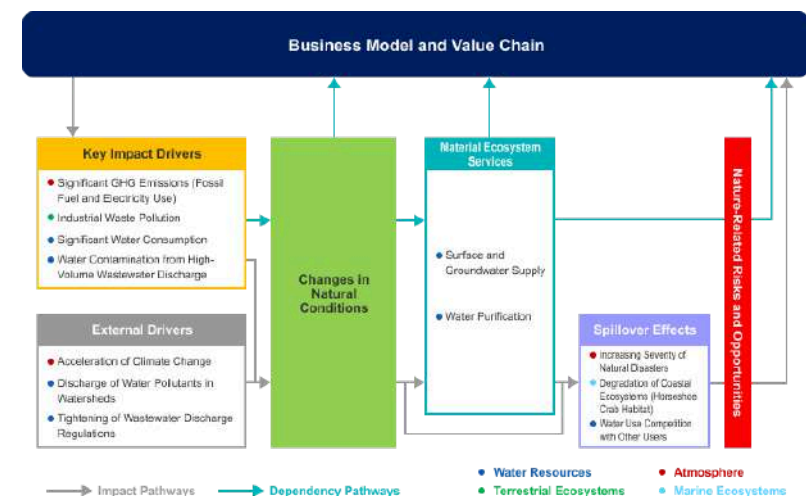


Figure 6. Dependence and Influence Pathways Diagram

Assess (Assessment of Risks and Opportunities)

In the Assess phase, we conducted a comprehensive evaluation of how the dependencies and impacts on nature identified through previous analyses give rise to risks and opportunities for our business activities.

The SUMCO Group extracted anticipated nature-related 'risks' and 'opportunities' for our direct operations in priority locations and the associated value chain. For each item, we qualitatively assessed the likelihood of future occurrence and the degree of impact on our finances and strategy. Through this process, we identified significant risks and opportunities that should be addressed as management priorities and examined specific response measures.

Table 2. Key Risks and Countermeasures

Scroll horizontally to view.

Risk	Classification	Dependency / Impact / External Factor	Risks	Timing of embodiment*1	Possibility*2	Degree of impact*3	Risk Responses	Metrics & Targets
Physical risk	Acute	GHG Emissions (Impact)	Operational disruption risk across the value chain due to intensifying storm and flood hazards.	Short term	Medium	Large	■ Diversify suppliers to minimize procurement disruption risks. ■ Develop BCP-based disaster risk mitigation and recovery plans with regular drills.	A8.0 Description and value of assets/total annual revenue dependent on area affected by physical risk
Physical / Transition risk	Chronic / Regulatory & Policy / Market	Water Use (Impact) / Water Purification & Supply (Dependency)	Risk of supply disruption and cost increase due to reduced water availability and tightening water regulations.	Medium to long term	Medium	Large	■ Set water intensity targets and reduce consumption through conservation and investment. ■ Improve on-site water recycling rates by reusing ultrapure water reject and recovering rinse water.	C3.0 Withdrawal and Consumption from Water-Stressed Areas

Risk	Classification	Dependency / Impact / External Factor	Risks	Timing of embodiment*1	Possibility*2	Degree of impact*3	Risk Responses	Metrics & Targets
Transition risk	Regulatory & Policy / Market	GHG Emissions (Impact)	Value chain-wide cost increase risk due to carbon pricing introduction and decarbonization policy advancement.	Medium to long term	Large	Medium	■ Promote the introduction of renewable energy. ■ Pursue continuous energy-saving activities (e.g., upgrading to high-efficiency equipment). ■ Introduce environmental value (e.g., non-fossil fuel certificates, J-Credits). ■ Reduce CO2 emissions in logistics processes by shifting to sea freight. ■ Promote carbon neutrality initiatives among suppliers through CSR questionnaires, CSR audits, and other related activities.	GHG Emissions (Scope1,2,3)
	Reputation / Market	Solid Waste Generation (Impact)	Cost increase risk associated with recycling compliance.	Medium to long term	Large	Medium	■ Promote reusable container usage. ■ Promote waste valorization and recycling.	C2.2 Total Hazardous and Non-Hazardous Waste by Type (Tons) *By Disposal Method

Table 3. Key Opportunities and Countermeasures

Scroll horizontally to view.

Classification	Dependency / Impact / External Factor	Opportunities	Timing of embodiment*1	Possibility*2	Degree of impact*3	Opportunity Responses	Metrics & Targets
Resource Efficiency	Solid Waste Generation (Impact)	Low-waste production processes drive cost reduction and improved competitiveness.	Medium term	Large	Medium	■ Disclose waste volumes and recycling rates on website. ■ Utilize reusable containers. ■ Set plastic product recycling targets.	C2.2 Total Hazardous and Non-Hazardous Waste by Type (Tons) *By Disposal Method
Reputation	Nutrient & Water Pollutant Discharge (Impact)	Conservation of rare species in effluent discharge areas builds local community trust and enhances business continuity stability.	Short to long term	Large	Medium	■ Sustain contributions to and participation in local conservation activities for endangered Horseshoe Crab, fulfilling our social responsibility.	C1.1 Voluntary Conservation / Restoration Area (km ²)
Products and Services	GHG Emissions (Impact)	Increased demand for high-value-added silicon wafers and market share expansion driven by GX/DX advancement.	Medium to long term	Large	Large	■ Increase 300mm silicon wafer production capacity for advanced semiconductors and ensure stable supply.	C7.4 Revenue Increase and Share from Nature-Positive Products and Services, and Description of Impacts.
Products and Services	GHG Emissions (Impact)	Increased demand for energy-saving equipment driven by energy efficiency and renewable energy advancement.	Long term	Large	Large	■ Advance development and capacity expansion of silicon wafers for power semiconductors.	C7.4 Revenue Increase and Share from Nature-Positive Products and Services, and Description of Impacts.

*1Timeline (aligned with TCFD)

Short-term: within 1 year, Mid-term: 1–3 years, Medium-long: 3–10 years, Long-term: Over 10 years

*2Occurrence is classified as the designated level if at least one of the following conditions is met

High: • Frequently occurred in the past or has occurred multiple times in recent years

• Due to changes in the external environment, the likelihood of future occurrence is extremely high or reasonably anticipated

Medium: • There have been past cases of such incidents

• Based on scientific findings and policy trends, future occurrence cannot be ruled out and is expected to some extent

Low: • Never occurred in the past

• The probability of future occurrence is extremely low, or realistically difficult to anticipate

*3Financial Impact Degree

Large: Over 10 billion yen, Medium: 1 billion yen-10 billion yen, Small: Up to 1 billion yen

Prepare (Preparation for response and reporting)

In the Prepare phase, we formulated and prioritized specific response measures to address the significant dependencies and impacts, as well as the risks and opportunities identified through the preceding Locate, Evaluate, and Assess processes.

In implementing response measures to address the identified nature-related risks and impacts, The SUMCO Group has adopted the 'AR3T Framework'*5. This is a framework for systematically implementing measures based on the following order of priority, rather than responding reactively to issues as they arise.

*5AR3T Framework (Avoid, Reduce, Restore & Regenerate, Transform):

A hierarchy of actions for addressing negative impacts on nature, advocated by the Science Based Targets Network (SBTN). It consists of four stages — 'Avoid,' 'Reduce,' 'Restore & Regenerate,' and 'Transform' — and serves as a framework aimed at contributing to nature positive outcomes.



Figure 7. Priority of Countermeasures Based on the AR3T Framework

Based on this order of priority, we will promote highly effective actions that minimize negative impacts on natural capital and maximize our contribution to nature positive outcomes. Regarding specific response measures for each risk and opportunity, as outlined in the preceding chapter's 'Table 2: Key Risks and Countermeasures' and 'Table 3: Key Opportunities and Countermeasures,' we will steadily implement initiatives such as the advancement of water recycling and local ecosystem conservation activities.

3. Future Outlook and Challenges

The identification and assessment of nature-related issues through the LEAP approach have been an important process for the SUMCO Group — one that allowed us to reaffirm the value of natural capital as the foundation of our business, and to critically examine its sustainability.

The fact that the highly precise manufacturing of silicon wafers is built upon abundant water resources and healthy ecosystem services once again underscores the magnitude of our responsibility for future generations. The disclosures in this report represent only a first step, and going forward, the SUMCO Group will further strengthen business resilience by more deeply integrating the dependencies, impacts, risks, and opportunities identified in this report into its management strategy and governance framework. We will also deepen dialogue with diverse stakeholders, including local communities, and strengthen collaboration toward nature restoration and recovery across the entire value chain.

As a global leader supporting the most upstream segment of the semiconductor supply chain, we are committed to achieving both technological innovation and the conservation of natural capital at the highest level, and to continuing to contribute to the development of a sustainable society.

Social

Speedy, Accurate and Fair	
Disclosure of Corporate Information	74
The Pursuit of Quality and Reliability	75
Supply Chain	78
Respect for Human Rights	82
Human Resources Development and Utilization	86
Support Raising Next-Generation Children	93
SUMCO Group Basic Policy on Safety and Health / SUMCO Group Health Declaration	94
Initiatives for Safety and Health	95
Health and Productivity Management Initiatives	102
Community-based Social Contribution Activities	110
Social Data (personnel)	115

Speedy, Accurate and Fair Disclosure of Corporate Information

Why SUMCO Addresses Information Disclosure

SUMCO makes every effort to enhance management transparency and earn legitimate recognition of its corporate value from shareholders and investors by releasing information including the Company's management vision, the status of its business activities and financial performance in a speedy, accurate and fair manner. We also undertake activities to continually improve corporate value by reflecting the feedback received from shareholders and investors in our management.

Basic Policy on Information Disclosure

SUMCO believes timely and appropriate disclosure of corporate information to investors is a core element in ensuring a sound stock market. The Company shall commit itself to speedy, accurate and fair disclosure of corporate information while always adopting the perspective of investors. Corporate information that is useful in investor decision-making shall be actively disclosed even when not mandated by laws and regulations.

Information Disclosure System

The Public Relations & IR Department is responsible for dialogue with shareholders and other investors, under the supervision by executive management, the results of which are reported to the Board of Directors and executive management as needed. Top management also provides its own explanations during financial results briefings held quarterly and also takes part in individual meetings with shareholders and other investors as needed.

When engaged in IR activities, the necessary information is collected from the relevant departments and coordinated and summarized by the Public Relations & IR Department. The details of IR activities are also confirmed by top management in advance, with due care in handling insider information.

Through these activities, SUMCO reflects feedback and requests from shareholders and investors in management in an effort to achieve sustained growth and enhance its corporate value in the long-term.

Communication with Shareholders and Investors

General Meeting of Shareholders

SUMCO positions General Meeting of Shareholders as the occasion where important decisions on the Company's policies and other matters are made as well as an opportunity to have dialogues with shareholders.

We are engaged in early dispatch of the notice of convocation, posting on our website and preparation for the English translation.

We also make effort to provide explanations of the details of business report and answer questions asked by shareholders during meetings in as clear a manner as possible by utilizing narrated video footage.

IR Activities

The Timely Disclosure Network (TDnet) of the Tokyo Stock Exchange is utilized to disclose information that needs to be disclosed in a timely fashion, and documents are posted both in Japanese and English simultaneously on our website to ensure the fair disclosure of information to shareholders and investors in Japan and overseas. Our Annual Report and Message to Shareholders are also published to convey messages from top management and report on business performance and conditions.

As well as regularly held meetings with institutional investors and securities analysts, SUMCO also periodically organizes visits to overseas institutional investors in Europe, North America and Asia to help investors develop a better understanding of the Company.

In fiscal year 2025, SUMCO held briefings on financial results led by senior management quarterly, and also actively participated in domestic and overseas conferences, and held web- and tele-conferences with investors.



Message to Shareholders



Annual Report 2025

► To ESG-oriented Investors

The Pursuit of Quality and Reliability

Why SUMCO Addresses Quality and Reliability

As a company that manufactures silicon wafers that represent the base materials for the semiconductors installed in all kinds of electronic devices, we see it as a social responsibility of the highest priority to ensure the safety and reliability of our products while making sure they comply with all applicable laws, ordinances and regulations.

For this reason, the SUMCO Group makes every effort to implement the stable supply of products that meet the quality requirements of customers and further boost customer satisfaction by implementing quality management in an appropriate and effective manner.

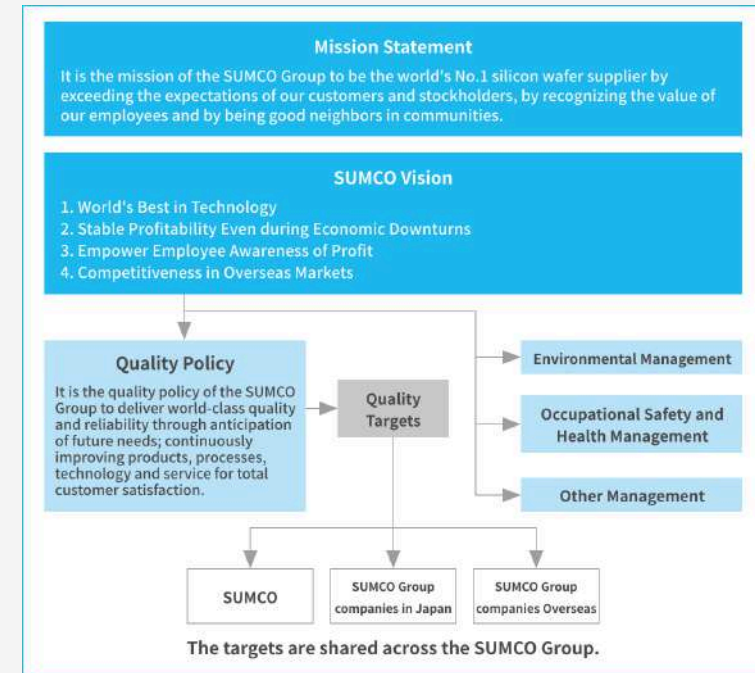
The SUMCO Quality Policy

It is the quality policy of the SUMCO Group to deliver world class quality and reliability through anticipation of future needs; continuously improving products, processes, technology and service for total customer satisfaction.

Quality Control System

In the SUMCO Group, all sites that manufacture silicon wafers including affiliate companies in Japan and overseas have obtained IATF 16949 and ISO 9001 certifications. Furthermore, all sites that manufacture quartz crucibles and polycrystalline silicon including affiliate companies in Japan and overseas have obtained ISO 9001 certifications. We strive to ensure stable levels of quality as well as further enhance it, and have made continuous improvements to our quality management system.

The SUMCO Group Mission Statement, Quality Policy and Targets



Quality Education

To enhance product reliability and safety, it is necessary for each employee to have a high level of quality awareness and improve their skills.

For this reason, we have developed quality education programs for each job and level of employee and assigned instructors for each education program to each production site to provide necessary education to the human resources that need it whenever required.

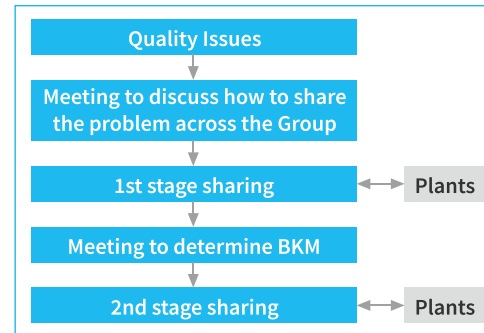
In 2025, in addition to holding approximately 100 in-house seminars, we worked to create an environment that enables employees to participate in training more easily. This included expanding training programs delivered by in-house instructors via video streaming systems and holding on-site seminars featuring external instructors, with the aim of enhancing company-wide knowledge and awareness of quality management.

Quality Enhancement Initiatives

The SUMCO Group is moving forward with the implementation of an AI-powered automated analysis and evaluation system as part of its efforts to improve quality, aiming to reduce quality variations.

When quality issues occur, we consider the best known method (BKM) to prevent recurrences and swiftly deploy a response throughout the SUMCO Group as needed, and build systems to ensure similar issues do not occur in the future.

Flow for Sharing Quality Problems



Initiatives to Improve Customer Satisfaction

Conducting Customer Satisfaction Surveys

To maintain our "first call" status among customers, evaluations received from customers are shared with relevant departments each time for continuous improvements, and analyzed from four different aspects: quality, cost, delivery and service (QCDS).

The results of analysis are shared among management and other relevant departments, incorporated into the improvement plans of each department, and used to further enhance customer satisfaction.

Communication with Customers

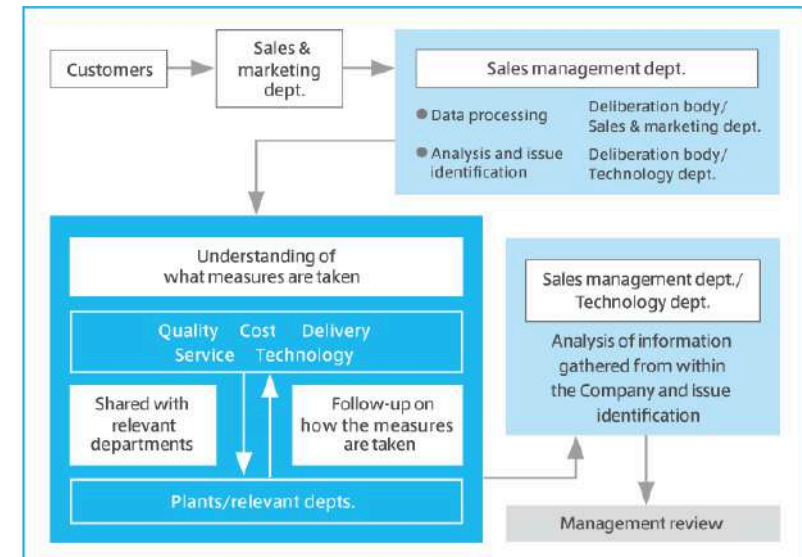
To further enhance customer satisfaction, we strive to improve the quality of products and services through two-way communication with customers.

As part of this initiative to promote communication with customers, we proactively hold technical communication meetings both domestically and internationally in order to grasp customer needs accurately and at an early stage, foster technological development at a rapid pace, and reliably provide products that match customer needs.

At the technical communication meetings, we make proposals based on our unique technologies, as well as check and follow up on the performance of our products. We position these technology conferences as opportunities to win recognition and trust from customers. The feedback and demands of customers learned from the technical communication meetings are utilized for continuous product improvement of our products. In addition, our business plan reflects our customers' demand for leading-edge products incorporating increasingly diverse and advanced AI technologies, technology development enabling product differentiation, and the formulation of ESG-focused, environmentally friendly manufacturing roadmaps. By doing so, we strive to gain and maintain a strong presence among customers.

Through these SUMCO Group initiatives to promote close communication with customers, we endeavor to provide the most appropriate information.

Flow for Sharing Customer Satisfaction (CS) Evaluation Information



Ensuring the Safety of Products

Management of the Chemical Substances Contained in Products

SUMCO ensures that the chemical substances regulated by law or those that customers have asked us to eliminate or reduce the use of are managed properly according to internal rules and standards.

Provision of Safety Data Sheets (SDS)

SUMCO makes available safety data sheets (SDS) based on JIS Z7253 to provide information on the related hazards of chemical substances used by the Company and to give instructions on how to handle them safely.

► To ESG-oriented Investors

Supply Chain

Why SUMCO Addresses the Supply Chain

Year after year, stakeholders have been exhibiting a growing interest in companies' social responsibility through the supply chain in the course of their business activities.

In light of these growing concerns, the SUMCO Group believes it is important to share CSR-related societal demands with suppliers and to collaborate with them on issues including human rights, labor, safety, the environment and ethics in the supply chain.

Procurement Policy

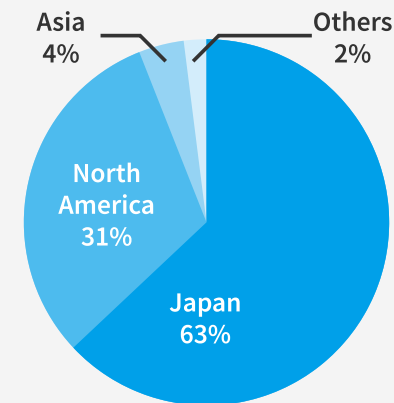
In our procurement activities, SUMCO strives to engage in fair and rational trade with all suppliers, both domestic and overseas ^{*1}, based on mutual trust.

With the cooperation of all suppliers, we also actively promote initiatives to fulfill our corporate social responsibilities, including compliance with related laws, ordinances and social norms, and efforts to support global environmental conservation.

<Procurement Policy>

1. Transactions based on partnership
We will develop favorable partnerships with our suppliers based on mutual trust.
2. Fair transactions
We will ensure that our procurement is clean, open and fair.
3. Promotion of value analysis (VA) activities
We will encourage our suppliers to conduct value analysis (VA) activities in order to propose cost improvement methods, new materials, new technologies and others, and will actively adopt such proposals.
4. Compliance in procurement activities
We will comply with laws, ordinances and social norms in the course of our procurement activities.
5. Fulfillment of corporate social responsibilities
We will fulfill our social responsibilities when conducting procurement activities across our entire supply chain, including our suppliers.
▶ SUMCO CSR Procurement Policy [95KB/3Pages] 
6. Green procurement
We promote the procurement of materials with minimum environmental impact.

*1 [Reference] Procurement amount ratio by area in 2025



Management System

In addition to procurement departments, the departments at SUMCO responsible for quality assurance, CSR, environmental management and safety and health coordinate on the selection of new suppliers, evaluation of existing suppliers, establishment of procurement plans and other supply chain management efforts. Specifically, we issue various questionnaire forms (described later) and collect the responses, conduct written or on-site audits and due diligences on quality, CSR and the environment respectively and reflect the results obtained from these efforts in our assessment of suppliers in an effort to develop a more robust supply chain.

CSR Procurement Activities

Basic Stance on CSR Procurement

SUMCO has established the [SUMCO CSR Procurement Policy](#) and it promotes responsible procurement activities to fulfill its social responsibilities across the supply chain. We share various issues related to the supply chain with all suppliers, both domestic and overseas, and tackle procurement activities while keeping those issues in mind to ensure that customers can use our products confidently and to satisfy our stakeholders.

Through periodic briefings to suppliers and procurement activities such as those described below, we request our suppliers to make voluntary efforts to promote CSR management. We also call for their efforts to respect human rights, protect the environment, comply with corporate ethics, etc. when contracting with new suppliers.

(1) Briefings on CSR Procurement

We share the SUMCO CSR Procurement Policy with our suppliers at regularly held briefing sessions, and through separate briefing sessions and CSR audits, we explain the SUMCO CSR Procurement Policy, SUMCO Environmental Policies and RBA (Responsible Business Alliance) Code of Conduct and provide advice on compliance with these standards. In this way, SUMCO continues to deepen suppliers' understanding of the Company's labor, safety/health, environment and ethics-focused efforts towards CSR procurement.

Briefing Sessions for Suppliers

Briefing Sessions for Suppliers in 2025 were held using both face-to-face and web-based formats.

- May, 2025, Total of Tokyo and Kyushu (157 companies, 240 attendees at the venue, 314 attendees via web)
- November, 2025, Total of Tokyo and Kyushu (88 companies, 135 attendees at the venue, 439 attendees via web)

(2) Supplier Handbook

To help suppliers understand our approach to procurement activities, we distribute Supplier Handbook, which includes a section on our procurement policy and requests to suppliers including items relating to CSR. The Supplier Handbook is posted on our dedicated procurement website used in SUMCO's daily procurement activities for easy reference at any time by suppliers.

In this handbook, we ask suppliers that comprise our supply chain to promote CSR. As guideline to be followed in implementing CSR management, we ask suppliers to utilize the RBA Code of Conduct, and also encourage subcontractors and sub-subcontractors to implement CSR management in a similar fashion. Furthermore, we request them to develop an environmental management system that complies with ISO 14001 by distributing this handbook.

(3) Green Procurement Guidelines

To promote the procurement of products with a minimal environmental impact (green procurement), we have also posted Green Procurement Guidelines on the dedicated procurement website. The guidelines summarize relevant laws and ordinances, the RoHS Directive, REACH regulations, prohibited or controlled substances designated in customer requests and other pertinent information.

(4) Raw Material Surveys

SUMCO's procurement and environmental management departments work together to promote green procurement by asking suppliers to submit certificates of non-use of prohibited substances as well as issuing and collecting various questionnaires, in order to confirm that substances specified in the Green Procurement Guidelines are not being used.

(5) CSR Questionnaires and Audits

We prepare and regularly distribute CSR questionnaires based on the RBA Code of Conduct to our main suppliers from whom we purchase large amounts and who are essential or irreplaceable to our production activities, in order to review the status of CSR promotion initiatives at each company. In fiscal year 2025, the CSR questionnaires were distributed to more than 200 such companies, and SUMCO has managed to secure responses from almost all of them. Based on the results of these questionnaires, we conduct regular CSR audits that include field audits of a given number of suppliers. Along with providing explanations of our CSR procurement policy and environmental policy and asking for understanding and cooperation, we verify the state of compliance with each of the items on the CSR questionnaire such as human rights, safety, environment, ethics, information security, and management systems, as well as confirming the status of improvements.

The CSR Audit found suppliers who had failed to sufficiently protect whistleblowers in internal reporting, suppliers who had inadequately managed information received from third parties such as customers and suppliers, suppliers who had not adequately managed expiration dates for legally stipulated safety and environmental qualifications and suppliers who had failed to secure emergency exits and escape routes for employees. SUMCO requested the understanding of suppliers and asked them to correct these issues, leading suppliers to improve their operations. SUMCO Group will continue to promote CSR management in our supply chain.

Major Items in the CSR Questionnaire

1. Human Rights and Labor
 - (1) Freely chosen employment
Examples: Prohibition of forced and bonded labor
 - (2) No use of child labor
Example: Prohibition on child labor, not having young workers engage in dangerous work
 - (3) Limitation on Working Hours
Example: Compliance with laws and ordinances on working hours and holidays
 - (4) Lawful Wages
Examples: Compliance with laws and ordinances on minimum wages, providing equal pay for workers with the same qualifications and abilities
 - (5) Humane Treatment
Examples: Respect for human rights, prohibiting harassment and establishing disciplinary mechanisms
 - (6) Non-Discrimination
Examples: Prohibiting discrimination on the basis of race, nationality, gender, age, sexual orientation, religion, disabilities or other traits
 - (7) Accommodation for Religious Practices and Disabilities, and Freedom of Association

2. Safety and Health

- (1) Occupational Safety
Examples: Obtaining and renewing permits and licenses, providing personal protective equipment, providing accommodations for workers requiring special consideration
- (2) Preparedness for Emergency
Examples: Setting up appropriate emergency evacuation doors and evacuation routes, conducting drills
- (3) Prevention of Occupational Injury and Illness

3. Environment

- (1) Compliance with Environmental Laws and Ordinances
Examples: Obtaining the necessary licenses and other permits, compliance with environmental standards
- (2) Pollution Prevention and Waste Reduction
Examples: Reducing waste and greenhouse gases, controlling wastewater, suppressing noise
- (3) Reduction in Energy Consumption and Greenhouse Gas Emissions

4. Ethics

- (1) Compliance with Laws
Examples: Prohibiting bribery and corruption, establishing internal reporting systems
- (2) Fair Business Activities
Examples: Compliance with laws and ordinances on fair trade, competition and advertising
- (3) Information Management
Examples: Appropriate management of customer information and protection of intellectual property rights

5. Information Security

- (1) Defense Against Threats on the Network.
- (2) Management of Electronic Data and Access Rights, and Establishment of On-site Entry Rules

6. Management Systems

(6) Training for Procurement Staff

SUMCO's procurement staff also need sophisticated expertise and a compliance-oriented mindset to conduct the CSR procurement activities listed above. By training staff about the SUMCO Charter of Corporate Conduct and providing departments in charge of procurement with opportunities to train themselves regarding laws and regulations every year, the Company aims to increase employee understanding and awareness regarding the background and meaning of the SUMCO CSR Procurement Policy, legal compliance, unfair competition and improper transactions, anti-corruption and respect for human rights.

Risk Management within Procurement Activities

We work to identify the many risks facing the company in its procurement activities, including risk of instability in procurement of raw materials, risk of corruption, risk of legal violation and risk of use of controlled or prohibited substances. We assess the extent of impact should any of these risks materialize, assign priorities to them, and implement management measures according to the level of each risk. (Refer to the section titled "[Risk Management](#)" for details.)

When selecting new suppliers or evaluating existing suppliers, we conduct risk assessment on various risks such as disruptions to raw material procurement, comprehensive corruption risk, violation of laws and risk of using regulated/prohibited substances, asking suppliers with high-risk items to improve their operations to prevent risks.

Strengthening of Business Continuity Plans for Material Procurement

SUMCO promotes optimum inventory control and multiple sources for procured materials according to the level of risk involved.

If a disaster or accident should occur, we will immediately launch an investigation into its impact, while we take all possible steps for emergency procurement, including finding alternative suppliers and adopting alternative products, thus ensuring the necessary framework to do all we can to minimize the impact on production. As part of this initiative, we distribute a self-check sheet on Business Continuity Plan (BCP) and risk countermeasures to main suppliers along with the aforementioned CSR questionnaires to confirm their BCP and risk management status. Based on the responses, we conduct checks on the efforts and status of BCP and risk countermeasures for the relevant suppliers during supplier audits.

1. Continuing optimum inventory control based on the characteristics of each procured material
We will review inventory quantities, storage sites, transportation methods and other aspects for each type of material whenever necessary.
2. Source investigation and risk response
We will investigate and confirm production sites and sources of major items and respond according to the level of risk involved.
3. Maintenance, enhancement and review of business continuity plan for each item procured
We will develop business continuity plans for each major item so that we can properly respond to the occurrence of any risk.
4. Risk assessment of suppliers
We will periodically conduct checks on our main suppliers with respect to their financial condition, production systems, business continuity plans and other aspects, and respond appropriately based on the results.

Initiatives to Reduce Environmental Impact

Through the aforementioned CSR questionnaires and CSR audits, SUMCO strives to reduce environmental impact across the entire supply chain by incorporating items designed to review initiatives aimed at reducing the amount of waste generated, curbing greenhouse gas emissions and reducing the use of electricity, water and energy, and by recognizing suppliers implementing continually concrete reduction activities by setting numerical targets or taking other measures.

Besides getting suppliers to understand the SUMCO Basic Environmental Policy, education and training are provided in such areas as environmental accident prevention and legal compliance.

Furthermore, toward achieving net zero emissions by 2050, SUMCO has conducted surveys from 2025 aimed at assessing greenhouse gas emissions in the upstream supply chain. Specifically, SUMCO investigates product-level carbon footprints, organizational emissions (Scopes 1, 2, and 3), and the status of reduction target setting based on the Science Based Targets (SBT) initiative. Through these efforts, SUMCO promotes the visualization of emissions across the entire supply chain and further strengthens initiatives to reduce greenhouse gas emissions.

► To ESG-oriented Investors

Respect for Human Rights

SUMCO's Basic Policy on Human Rights

The SUMCO Group regards respect for basic human rights to be an important social responsibility. Based on SUMCO Charter of Corporate Conduct and [SUMCO CSR Policy](#), we pursue a number of initiatives to be a company that "values people" and respects the human rights of all people associated with the SUMCO Group.

In 2023, to clearly stipulate the SUMCO group's policy for respecting human rights, we established [the SUMCO Human Rights Policy](#) , pledged to respect any human rights which are internationally recognized through International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and UN Guiding Principles on Business and Human Rights, and then we are working to further promote initiatives, such as reflecting this policy in relevant policies and regulations, to respect human rights. Furthermore, in promoting these initiatives, we are also referring the RBA's Code of Conduct.

These Policies are translated into languages that employees are able to understand and aimed at increasing human rights awareness among all employees of the Group.

We also ask our suppliers to respect human rights in accordance with the [SUMCO CSR Procurement Policy](#) . (Refer to the [Supply Chain](#) page for details.)

Priority themes set forth in SUMCO Human Rights Policy

- Prohibition of forced labor and all other involuntary labor
- Prohibition of child labor and prohibition of young labor from engaging in hazardous work
- Compliance with labor-related laws and regulations regarding working hours, holidays, wages, etc.
- Prohibition of discrimination based on any factors, including race, religion, gender, nationality, origin, age, sexual orientation, and disability
- Prohibition of harassment, libel, etc.
- Appropriate management of personal information and protection of privacy
- Respect for freedom of association
- Providing a safe and sanitary working environment
- Compliance with environmental laws and regulations, including prevention of pollution
- Pursuit of quality and reliability

Human Rights Awareness Training

The SUMCO Group in Japan annually convenes the Human Rights Awareness and Promotion Committee, as a framework to promote employee awareness of human rights issues. The committee confirms the policies and details of human rights awareness initiatives, while each plant or Group company implements activities in line with the policies. The activities include invitation of outside experts to give talks and awareness training using audiovisual materials.

Major Themes Covered in Human Rights Awareness Training

- Respect for diversity (especially gender, sexual orientation, etc.)
- Human rights for the elderly
- Workplace harassment
- Sexual harassment
- Harassment related to pregnancy, childbirth, childcare or nursing care leave in the workplace
- Mental health issues in the workplace
- Measures based on the number of consultations to the consultation service in the year, harassment, etc.

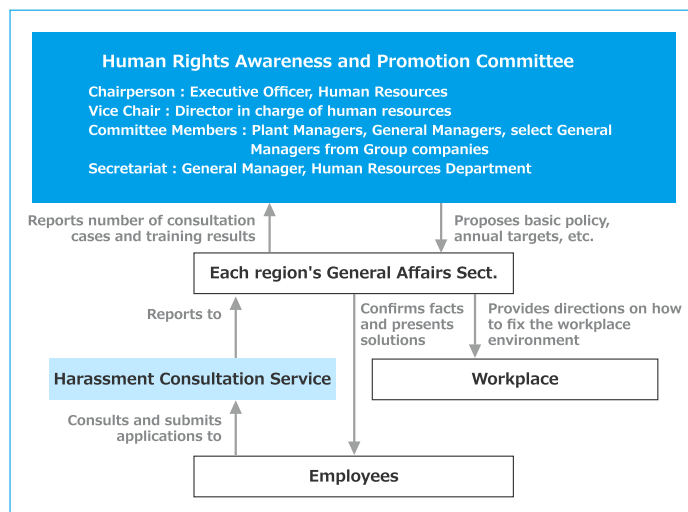
Establishment of a Reporting Hotline / Consultation Service

Under the SUMCO Human Rights Policy, in case any business activities of the SUMCO Group caused or provoked an adverse impact on human rights, we commit to correct and/or relieve the adverse impact by taking appropriate and effective measures. As one of the measures for such correction or relief, we have established a Harassment Consultation Service to serve as the point of contact for employees to consult about issues related to human rights violations and harassment at each site, in addition to the [internal reporting hotline](#) which has a contact point with an external attorney.

To ensure that employees can casually seek advice at any time, the consultation service at each site is staffed by both male and female consultants who work based on three principles: (1) protecting the privacy of employees seeking consultation; (2) prohibiting disadvantageous treatment of related persons; and (3) dealing with consultations in a fair manner. In particular, the service accepts consultations by e-mail or telephone to keep them confidential. Each consultation request received is investigated in the relevant department, measures for rectification and prevention of a recurrence are taken as the situation calls for, and the results are reported to management, while the consulting party is given feedback. In addition, with appropriate consideration to privacy, the harassment cases are shared with the Human Rights Awareness and Promotion Committee, putting them to Group-wide use in measures for preventing a recurrence.

In fiscal 2025, the internal reporting hotline and the Harassment Consultation Service handled 35 reporting and consultation cases in total.

Harassment Consultation Service System



Conducting Human Rights Due Diligence

To identify and evaluate the adverse impact on human rights and to prevent or reduce the impact, in considering not only new business but also existing business, the SUMCO Group clearly stipulates in SUMCO Human Rights Policy that SUMCO regularly conduct the human rights due diligence and has communication with external experts and stakeholders.

In the human rights due diligence conducted in 2025, we had communication with external experts and stakeholders and then investigated any adverse impacts on human rights caused by SUMCO's business activities. We also assessed that the corrective and remedial measures against the following adverse impacts on human rights are required, and have decided to vigorously address them.

	Status in 2025	Measure
Occupational Accident Occurrences	Seven lost-time accidents occurred.	Aiming for zero occupational accidents, the SUMCO Group works to further develop and enhance the occupational health and safety management systems based on ISO 45001, and further promote communication, education and training related to safety and health.
Harassment Cases Occurrences	The internal reporting hotline and Harassment Consultation Service handled 35 cases in total.	The SUMCO Group works to further promote the training on the SUMCO Charter of Corporate Conduct and the harassment training as well as fulfill Group-wide measures for preventing a recurrence.
Problem with Working Time Management	A case arose of underreporting of working hours (a discrepancy between hours recorded in the attendance management system and actual working hours) in 2025.	By strengthening labor management and information sharing, we will seek to ensure working time management is carried out properly throughout the Group. Based on reports received through the internal reporting system and other channels, we investigated discrepancies between hours recorded in the attendance management system and actual working hours for some employees and addressed confirmed discrepancies through retroactive payments.

Regarding the occurrence of events that violate various laws or infringe on human rights, we consider them as risks that could impede SUMCO's business continuity. Based on the Basic Rules on Risk Management, we conduct risk assessment and develop countermeasures. (Refer to the [Risk Management](#) page for details.)

Respect for Any Rights of the Child and Prohibition of Involuntary Work

The SUMCO Human Rights Policy states to prohibit any child labor and to respect any rights of the child, and we verify age of applicants by their official identification cards at the time of employment to prevent child labor. We also establish the specific guidelines with reference to RBA Code of Conduct and each international norms/standards so that any workers are able to freely choose working in the SUMCO Group. We have had no problems with child labor and forced labor.

Appropriate Management of Working Hours and Holidays, Appropriate Salary

Based on the ILO Labor Principles, the SUMCO Group strives to comply with the labor standards and regulations of each country. When an administrative directive for a labor standard violation is issued by a governmental authority, the SUMCO Group establishes a system that we rapidly submit a report on the directive to the upper management and members of the Audit and Supervisory Committee, ensure that corrective action is undertaken throughout the Group, and work to raise awareness of the issue and prevent it from reoccurring.

In order to achieve appropriate management of working hours and realize company-employees' work-life balance, the SUMCO Group implements measures such as utilizing attendance management tools to monitor daily working hours and providing management training for supervisors who oversee actual work, makes these measures contribute to establishment of appropriate management of working hours. Additionally, the company focuses on improving productivity through AI technology, data science, and IoT technology-based productivity improvements, as well as deploying DX tools to enhance operational efficiency. (Refer to the [SUMCO DX Policy](#) page for details about activities utilizing AI and IT.)

The SUMCO Group also follows laws and regulations regarding minimum wages in each country and fulfills its obligation to pay company-employees appropriate wages based on the local cost of living and other factors. At SUMCO, we divide the compensation systems of company-employees into different courses according to the work they undertake, and based on the basic concept of "equal pay for equal work," we properly compensate employees based on their abilities, performance and contribution levels, offering the same treatment irrespective of gender. Average income per employee for fiscal 2025 was 6,412,000 yen.

<Results in past three years>

	2023	2024	2025
Monthly average overtime hours of general employees	11.0 hours	8.8 hours	12.4 hours
Male	11.4 hours	9.0 hours	13.0 hours
Female	8.3 hours	7.4 hours	8.5 hours
Rate of taking annual paid leave	82.4%	83.4%	83.5%
Male	83.0%	83.7%	83.7%
Female	76.4%	80.8%	81.8%

Maintaining and Enhancing a Pleasant Working Environment

SUMCO regularly educates for all employees on various forms of harassment, aiming to prevent all forms of discrimination, and makes every effort to improve awareness of these issues in the workplace. In addition, we formulate and implement action plans aimed at improving the working environment at each workplace by conducting a stress check each year as part of our health management initiatives and adding items related to employee satisfaction to the stress check. As a part of these action plans, to eradicate harassments, we hold harassment training on e-learning for all employees, as well as harassment prevention training and harassment awareness activity at each site. During the period from April, 2025 to March, 2026, the number of times of the human rights awareness trainings in the SUMCO Group (Japan) was 40, and the total number of the participants was 30,633.

Seeking to eliminate all forms of employment discrimination, we also actively pursue initiatives such as attending lectures held by the U.S. Equal Employment Opportunity Commission (EEOC), as well as ADA (Americans with Disabilities Act) training seminars.

Additionally, as a part of efforts to maintain and enhance a pleasant workplace environment, the SUMCO Group conducts monthly engagement surveys of employees and reflects the results in effective measures at each workplace, aiming to sustain and improve employees' engagement. We also deepen exchanges between employees through various group communities supported by system tools, as well as through club activities, hobby group activities, and various in-house recreation activities at each site to revitalize workplace communication.

Labor-Management Relations

The SUMCO Group grants consideration to and respects the rights of all employees, including employees' right to freedom of association based on the laws of the countries and regions in which the SUMCO Group does business. We also aim to strengthen labor-management relations while respecting employees' right to assembly and collective bargaining.

In Japan, for example, the labor agreement concluded between the Company and workers, in addition to rules, sets out as a basic policy that issues between labor and management are to be resolved through collective bargaining and discussion based on mutual understanding and trust, aimed at the perpetual development of the Company and improvement of working conditions, while recognizing the rights of the labor union to assembly, collective bargaining, and strike.

For that purpose, high-level labor-management meetings are generally held twice a year with the aim of promoting communication between labor and management, and business operations are managed with shared information and challenges.

In addition, at production briefings and labor-management meetings held once a month at each plant, the plant managers and union representatives meet to exchange information and views concerning the production situation and other matters.

Meanwhile the Labor-Management Study Committee meets regularly throughout the year to discuss important labor-management issues such as the improvement of working conditions and review of various systems from multifaceted, holistic and long-term perspectives, thus allowing labor and management to work closely together to address various issues. The ratio of labor union members to the employees of our company and domestic group companies is 90%.

Employee Benefits Programs

SUMCO and its Group companies in Japan implement employee benefits programs as follows:

1. To provide guarantees for the future of company-employees and their families as well as to maintain and enhance their health, we support the maintenance and improvement of their health through various health support programs, in addition to Japan's social security system. These programs include comprehensive medical checkups including cancer screenings and subsidies for various vaccinations, offered in collaboration with the health insurance association. We have also established enhanced group life insurance.
2. To support company-employees in building their assets, we have established various asset formation support programs available to all company-employees, including a shareholding association for all company-employees, the Tsumitate NISA, and property accumulation savings. To help build their assets for retirement, we have also established a defined contribution pension plan, in which the company fully covers monthly contributions while employees manage the investments themselves. This plan is further complemented by a lump-sum retirement benefit system.
3. To enable employees to focus on their work with peace of mind, we have established a housing support system that offers affordable housing for both single and family households in all areas of each site, available to employees who meet certain conditions.
4. Based on the fundamental understanding that it is essential to create an environment that adapts to inevitable life events for employees to work long-term with peace of mind, we have established a comprehensive range of leave and work arrangements, as well as operational systems. These are designed to support employees facing childcare, nursing care, long-term medical treatment, or when special considerations are needed due to women's health issues or age-related concerns. Our aim is to provide diverse and flexible options that closely align with our employees' needs, ensuring they can continue their careers without interruption.
5. To support employees and their families in refreshing themselves, we provide access to recreational facilities where they can enjoy accommodation and meals at affordable prices. We also fully offer a system offering vacation leave and travel vouchers to company-employees who have completed a certain number of years of service, enabling them to enjoy trips with their families.

Through these efforts and more, we are continually striving to create a company where company-employees can continue to work with peace of mind and a sense of vitality.

► To ESG-oriented Investors

Human Resources Development and Utilization

Human Resources Development

Aiming to realize the SUMCO Vision, diversified training opportunities are provided to employees at all levels, from new recruits to managers and executives. We encourage employees to stay abreast of the changing times, making every effort to foster the development of human resources who will be able to think and act independently.

To realize the "World's Best in Technology" as declared in the SUMCO Vision, each year, up-and-coming engineers are also given the chance to present their research findings to senior management as a means of enhancing their motivation. In addition, we dispatch a certain number of engineers to the doctoral program at domestic universities every year to develop highly specialized technical personnel.

In pursuit of "Empower Employee Awareness of Profit," another element to the SUMCO Vision, the "SUMCO AWARD" was established as the SUMCO Group's highest award, part of a measure to boost employee awareness of participation. The award is annually presented to individuals and organizations that have made meaningful contributions to enhancing corporate value. Along with this award, the Group also holds presentations by TPM teams annually in order to recognize outstanding success.

Moreover, to achieve "Competitiveness in Overseas Markets" as declared in the SUMCO Vision, we are working to cultivate an awareness of understanding and respecting a diverse range of cultures and values within the Group, and are endeavoring to develop globally competitive human resources by enhancing programs such as study abroad and foreign language learning schemes.

In 2025, a total 31,451 hours of company-wide training was held by departments in charge of human resources.

Undergoing regular review, the training programs are revised in line with changing needs; moreover, many suggestions received from outside directors with a wealth of experience in training and education are incorporated, aimed at making them better programs.

Career-formation programs

Note: In-house trainings are conducted online, as a general rule.

	Level-specific education		Objective-specific training													
			Knowledge and skills			Specialized education	Re-skilling	Career development	Diversity							
Managers	Leadership development training		Language training	Semiconductor devices and fabrication process training	Technology lectures	Quality/intellectual property/system education	Business accounting training	Presentations by young engineers	Academic society presentations and paper submission	Sending for study at universities, etc., in Japan and abroad	Participation in outside lecture meetings/encouragement to acquire certification	E-learning-based re-skilling support (including DX training)	Career development programs for female employees	Career design seminars	Follow-up training for managers	Diversity management training
	Evaluator training															
	Program for newly promoted managers															
Assistant Managers	Basic management training															
Mid-level employees	Mid-level employee training															
Young employees	Follow-up training (3rd year)	Support through on-the-job training	English conversation lessons	Semiconductor devices and fabrication process training	Technology lectures	Quality/intellectual property/system education	Business accounting training	Presentations by young engineers	Academic society presentations and paper submission	Sending for study at universities, etc., in Japan and abroad	Participation in outside lecture meetings/encouragement to acquire certification	E-learning-based re-skilling support (including DX training)	Career development programs for female employees	Career design seminars	Follow-up training for managers	Diversity management training
	Follow-up training (2nd year)															
	Follow-up training (1st year)															
New employees	Practical training in manufacturing		Language training	Semiconductor devices and fabrication process training	Technology lectures	Quality/intellectual property/system education	Business accounting training	Presentations by young engineers	Academic society presentations and paper submission	Sending for study at universities, etc., in Japan and abroad	Participation in outside lecture meetings/encouragement to acquire certification	E-learning-based re-skilling support (including DX training)	Career development programs for female employees	Career design seminars	Follow-up training for managers	Diversity management training
	Introductory training for new employees															

Voice

Ryo Hirose

Customer Product Engineering Department

Q1. You earned your doctorate from Kyoto University. What made you decide to obtain an advanced degree?

I was interested in acquiring more extensive academic expertise to enhance the quality of the development work I was conducting at the time. Then I took part in an international conference on a specialized field of knowledge that related to my job; I had applied to present a paper at the conference at the encouragement of my supervisor. There, I met someone who knew the professor who would later be my thesis supervisor, and that person recommended me.

**Q2. What were the advantages of studying to get a degree? Did you struggle at all?**

The biggest advantage was having time to discuss things in depth with academic specialists. While there's time to ask questions about a paper at a conference, it's limited. At a university research lab, though, you can engage in debate anytime—and that was a great learning experience. On the other hand, I had to write a thesis to obtain my doctorate. Academic writing has distinctive turns of phrase and specialized terminology, which I really struggled to master. I would pore over past papers in the same field and repeatedly got my university professors to correct papers I had written.

Q3. How have you applied what you learned earning an advanced degree? How do you plan on applying it going forward?

My field of research was closely related to the development work I was conducting at the time, and what I learned made a difference right away. Writing a thesis also taught me how to organize my thoughts on the page, and presenting papers in settings like academic conferences honed my ability to prepare documentation that would make sense to anyone. These are the kinds of skills that I intend to apply on the job going forward, both in-house and beyond.

Q4. What message do you have for younger engineers following in your footsteps?

If you have the opportunity to pursue an advanced degree while you are still young, you should seize it. Sure, it takes courage to put your name forward. You may wonder what you might do if you fail to complete the degree. But if you have the opportunity, go ahead and seize it. Even if you fall short, you can easily bounce back, especially if you are still young—and you will learn a lot. Interacting with people from various career backgrounds and walks of life will expand your horizons, too. I would strongly recommend it.

Voice

Shun Sasaki

Advanced Evaluation & Technology Development Department

Q1. You spent two years conducting research at the State University of New York. How did you end up applying to study abroad?

I knew that SUMCO had affiliated companies with offices overseas, and I had dreams of working at one of them. But then I discovered that, being with the Advanced Evaluation & Technology Development Department, I had little chance of working at an affiliate. The director of the department at the time then told me about the overseas study program. I was interested, so I ended up applying.

**Q2. How has being sent overseas changed you?**

At universities in the United States, there are many international students from around the world, including China and India, and they all swap information with each other—regardless of what research lab they are with—as they do their research. That is the impression I got. Seeing that, I realized that America's technological prowess in semiconductor devices comes in part from the how the diversity of its talent leads to broader perspectives. I had previously believed that the main factor behind America's position in the field was the sheer difference in the quality and quantity of technologies it develops. So the experience altered my perception. As for day-to-day life, there were many people around willing to help me out, so I stopped worrying too much when I had problems. I got into the habit of thinking positively, telling myself that things would work out. I suppose I became more flexible in my thinking.

Q3. How have you applied what you learned at the State University of New York?

Part of my research involved evaluating the performance of semiconductor devices. There are not that many opportunities to learn about semiconductor devices in-house, so the knowledge I gained from my research has served me well on the job. In addition, my time as a researcher improved my language skills. When using English on the job, I now have a better understanding of what people are saying.

Q4. What message do you have for younger engineers who may be thinking of applying to study abroad?

There is a big difference between being told what a foreign country is like and actually seeing it for yourself. Everything you experience studying abroad will be an eye-opener. I imagine there are people out there who are interested in studying abroad but are hesitant to apply because they feel uneasy about living overseas. You don't need to be overly worried, though. The company is there to support you, and in my case, the local students helped me out. If you think you might want to take the plunge, I would definitely urge you to apply.

Diversity, Equity & Inclusion

SUMCO believes that the promotion of diversity, equity and inclusion is essential for becoming the strong company which can grow sustainably. Since our company has three roots: Mitsubishi, Sumitomo, and Komatsu, we have fostered a culture in which we can bring together and utilize the knowledge and expertise of each. In addition to this, we work to further enhance our corporate value so that diverse talents can work to utilize their ideas and experiences by expanding measures to promote women's career and systems, local hires at our domestic and overseas bases and experienced workers of other companies, so that diverse talents can work to utilize their ideas and experiences. We will continue to actively promote diversity, equity and inclusion initiatives to meet our stakeholders' expectations.

Supporting the Development of the Next Generation • Promoting Active Participation of Women

To provide company-employees who raise children with a more comfortable workplace environment and to support their work-life balance, SUMCO and Group companies in Japan are consistently striving to create an environment in which it is easy for women to work by establishing diverse employment support programs such as longer child-care leave period than the statutory leave period, a telework system, and a short working hour system. In 2016, as part of these efforts, the Company has established the SUMCO Nursery School Imari as an on-site day-care facility at our Kyushu Plant in the Imari area, the largest site across the SUMCO Group. We also provide a childcare support allowance for company-employees who are unable to use the SUMCO Nursery School Imari.

* As a new form of regional contribution, the facility is a community day-care service based on the Japanese government's Comprehensive Support System for Children and Childrearing. Accordingly, a portion of the capacity is made available to local residents who are not SUMCO employees.

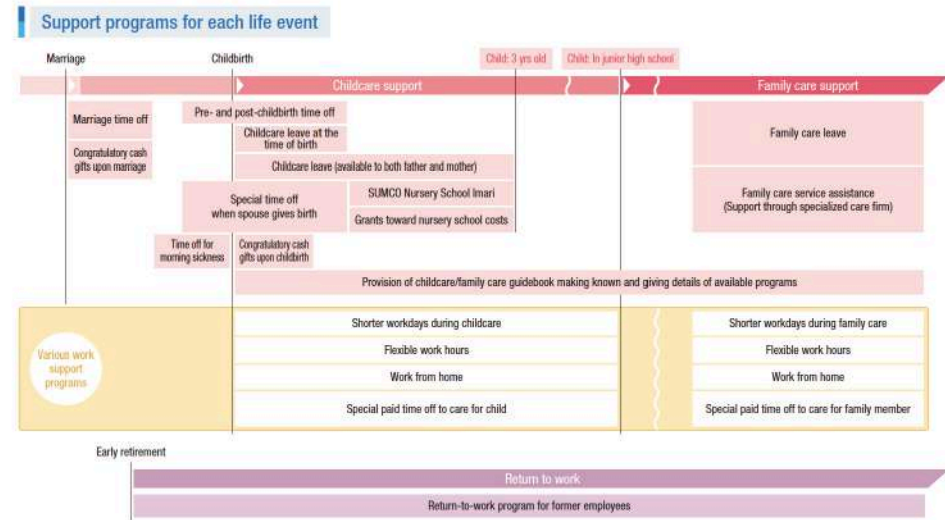
Additionally, we improve support for women company-employees by developing a "Retiree Comeback Program" that allows company-employees who are forced to leave the company temporarily due to childcare or other reasons to return to work again. These initiatives have been recognized, and we have obtained the Kurumin Certification mark, which is awarded to companies that support the development of the next generation. To further increase diversity within the company and to further promote women's participation, we have set a medium-term goal of increasing the percentage of female managers to 10% in SUMCO* and 12% on a consolidated basis (in SUMCO Group) by 2030, and actively promote regular and experienced female company-employee hiring. We also offer training to support career development for female employees, roundtable discussions with female executives, and diversity management training for managers supervising female employees. Through these initiatives, we aim to create an environment where women can thrive with confidence.

* Total figures include the number of SUMCO employees assigned to other companies and exclude secondees to SUMCO Corporation from other companies.

Goals: Percentage of women in management positions

(SUMCO*, the end of December 2021)	1%	→	2030 : 10%
(Group, the end of December 2021)	6.5%	→	2030 : 12%

Support programs for each life event



	FY2025	
	Number of Employees Taking Childcare Leave	Number of Employees Taking Family Care Leave
Male	105	1
Female	18	0

[Enlarge the figure](#)



Program	Name of policy measure	Description
Childcare support	Childcare leave	Eligible up to the last day of the month when child is 3 years old
	Childcare leave at the time of birth	Up to 4 weeks of paternity leave within 8 weeks after the child's birth, which can be divided into 2 periods
	Shorter workdays during childcare	Up to time child enters junior high school, choice of 4-hour or 6-hour workdays
	Flexible work hours	Up to time child enters junior high school, free arrangement of work times during the day adding up to a normal workday of 7 hours 45 minutes
	Work from home (remote work) option	Employees in a department and work category enabling them to work from home may choose to work remotely, as their circumstances warrant, at a maximum until child enters junior high school
	Special paid time off	Up to time child enters junior high school, in addition to the legally mandated time off for care of an ill child, paid time off can be taken for the necessary number of days when care for an illness is needed
	SUMCO Nursery School Imari	A nursery school on the company premises, available also to children of employees within access range
Family care support	Childcare support allowance	Employees outside the range of access to SUMCO Nursery School Imari can receive monthly grants of 10,000 to 20,000 yen up to the last day of March coming after child is 3 years old
	Family care leave	Leave for care of a family member can be taken for a total of one year in up to three installments
	Shorter workdays during family care	A choice of 4-hour or 6-hour workdays (for a total of up to three years; can be divided into multiple installments)
	Flexible work hours	Free arrangement of work times during the day adding up to a normal workday of 7 hours 45 minutes (for a total of up to three years; can be divided into multiple installments)
	Special paid time off	In addition to the legally mandated time off for family care, paid time off can be taken for the necessary number of days when family care is needed
Other support	Work from home (remote work) option	Employees in a department and work category enabling them to work from home may choose to work remotely, as their circumstances warrant
	Special time off when spouse gives birth	When a spouse gives birth, a total of 3 days of paid time off within 10 days before and after birth
Other support	Return-to-work program for former employees	Former employees who had to leave their job behind for personal reasons such as childcare or family care, and who wish to return, can do so by following the set procedures

SUMCO Nursery School Imari Celebrates 10th Anniversary

SUMCO Nursery School Imari, an on-site day-care facility at our Kyushu Plant in the Imari area, is celebrating its 10th anniversary. Established in November 2016 as part of our efforts to help employees with young children strike a balance between work and parenting, the facility has served a total of 286 working parents to date. In addition, some of the enrollment spaces are open to local residents who are not SUMCO employees as part of our corporate commitment to the community.



Voice of the User

The K Family, Kyushu Factory (Husband: D / Wife: N)

Q1. Having used SUMCO Nursery School Imari yourself, what are your impressions of it? How do you think it can help strike a balance between work and parenting?



I live in Imari, and the local government has taken steps to make sure that there are zero children on the day-care waiting list. Still, the company has its own fully equipped day-care facility near the factory, which I am really grateful for. You can tell the day-care staff genuinely care. I feel completely safe leaving my children with them.

With a day-care facility right there ready and waiting, my arrangements to return to work after having my baby went so smoothly. The nursery is close to the factory, so if they call me because of a sudden fever or other reason, I can just go. Every room has a camera, too, so I can monitor what my boys are doing in real time. That makes me feel secure leaving them there. I often talk with the other parents about the generous portions and high quality of the meals, which are another thing to be thankful for. They help keep my boys healthy.



Q2. How have programs like childcare leave or support from your workplace been helpful?



When we had our first son, I took a month's childcare leave, which was a good lesson in how much work parenting is. My plan is to continue parenting alongside my wife. Right now, I work flextime so I can take my boys to nursery school and pick them up.

I work flexible hours (8:30 a.m.–5:15 p.m.). Flexible work hours are convenient for doing my job, and my workplace is understanding of the arrangement. Another helpful program is special paid time off, which employees can claim by the hour for hospital visits.



With a view to fostering high-quality human resources, PT.SUMCO Indonesia also offers a scholarship program for the children of its company-employees. We hope that this scholarship will contribute to the future development of Indonesia.

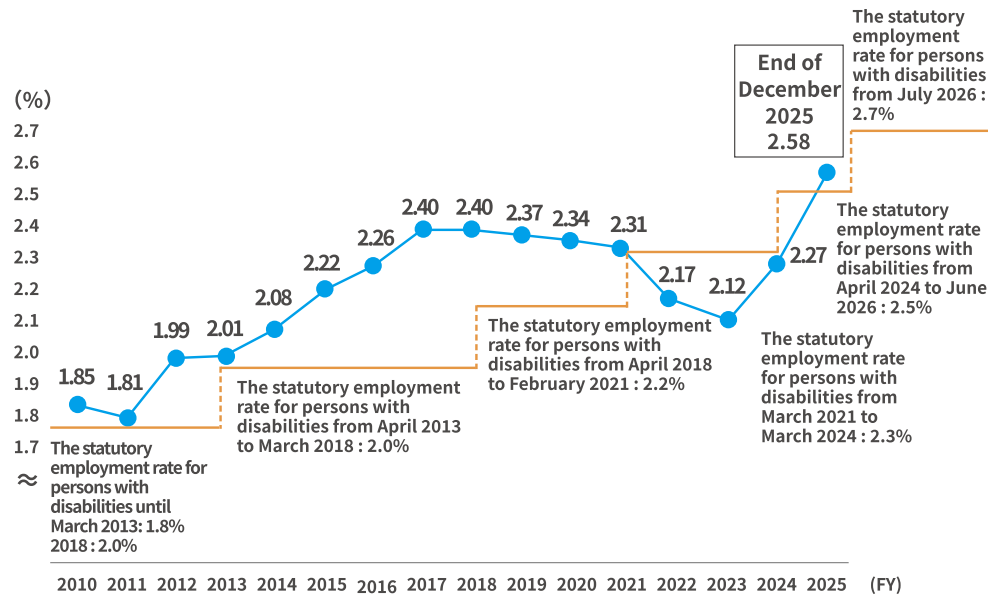
(Photo: Scholarship program event at PT.SUMCO Indonesia)



Employment of People with Disabilities

The SUMCO Group is actively working to employ persons with disabilities across the entire group, as demonstrated by SUMCO establishing a company that specifically hires persons with disabilities in Japan. As of the end of December 2025, the employment rate of people with disabilities in Japan and overseas was 1.90%. In Japan, the actual employment rate was 2.58%, exceeding the statutory employment rate of 2.5%.

Employment Ratio of People with Disabilities (SUMCO Group [Japan])



Employment of Older Workers

We have set up a re-employment system by which company employees who wish to continue working after mandatory retirement at age 60, can basically continue working until age 65 under the same treatment and conditions applied at the time of retirement.

Utilization of Global Talent

The SUMCO Group maintains manufacturing plants in the US, Taiwan and Indonesia, as well as sales offices around the world. By utilizing local hiring and actively working to hire and utilize talented global human resources regardless of nationality. The SUMCO Group seeks to achieve even further growth as a global company by improving each other.

Number of Employees

(People)

Item		Actual at end of 2025	
		Consolidated	Sumco *
Regular employees	Total number of people	9,714	4,877
	Male	8,655	4,385
	Female	1,059	492
	Percentage of female	10.9%	10.1%
Managers	Total number of people	966	610
	Male	881	594
	Female	85	16
	Percentage of female	8.8%	2.6%

Item	Sumco	Remarks
Board member	Total number of people	13
	Male	10
	Female	3
	Percentage of female	23.1%
New employee	Total number of people	114
	Male	84
	Female	30
	Percentage of female	26.3%
Average years of service (years)	Male	14.5
	Female	10.2
	Difference	4.3

* Total figures include the number of Sumco employees assigned to other companies and exclude secondees to Sumco Corporation from other companies.

Item	Regular employees (As of Dec. 31, 2025)	Temporary employees (2025 average)
Sumco	5,065	386
Consolidated	9,714	769
	Japan 7,163	
	Overseas 2,551	

Number of Employees by Region (Consolidated)

(People)

Region	Number of employees (As of Dec. 31, 2025)
Japan	7,163
North America	713
Southeast Asia	317
East Asia	1,492
Europe	29
Total	9,714

Breakdown of Employees (Consolidated)

(People)

	Managers	General employees	Total (As of Dec. 31, 2025)
Male	881	7,774	8,655
Female	85	974	1,059
Total	966	8,748	9,714

2025 Data

Number of reporting and consultation cases related to harassment		35
Number of participants in harassment training on e-learning		7,743
Resignation rate for personal reasons among permanent employees (graph below shows the change in the past turnover rate)		1.87%
Leave rate*		0.45%
Human resource development	Total hours of company-wide training held by the Human Resources Dept.	31,451 hours
	Total cost	212 million yen
	Percentage of employees who attended the above training	34.0%
	Training hours per employee	9.5 hours
Percentage of persons with disabilities employed	Global Total	1.90%
	Japan Only	2.58%

* The rate calculated by dividing the number of employees on leave from January 2025 to December 2025 by the number of employees at the end of 2025

Change in resignation rate among permanent employees

	2021	2022	2023	2024	2025
Resignation rate for personal reasons	0.85%	0.91%	1.21%	1.40%	1.87%
Men	0.76%	0.88%	1.12%	1.34%	1.84%
Women	1.88%	1.23%	2.21%	1.91%	2.14%

► To ESG-oriented Investors

Support Raising Next-Generation Children

SUMCO Action Plan

We have established our Action Plan to enable employees to perform fully to their abilities by developing child-care support arrangements under which employees with small children balance their work and child-rearing and by enhancing a comfortable and pleasant working environment for all employees.

1. Time Period

From April 1, 2024 to March 31, 2029 (five years)

2. Plan

Goal 1

Expansion of the number of users of measures supporting the balance between work and parenting, and further enhancement of those support measures

Action

- Initiatives aimed at expanding the number of users of measures that support the balance between work and parenting
 - To enable employees with children to gain a broader understanding of the internal and external systems available to them, we will create brochures introducing on-site daycare facilities, childcare support allowances, and other childcare-related programs.
 - When applying for the congratulatory cash gifts upon childbirth, we will ensure the distribution and explanation of the aforementioned brochure (1) to the employee. Additionally, to encourage further utilization of the support system, we will provide the same explanation to the employee's supervisor.
- Initiatives aimed at enhancing measures that support the balance between work and parenting
 - Every year, we track the utilization of various types of childcare-related leave and listen to and understand the opinions and requests of the system users and the labor union.
 - On that basis, every year, at the review committee convened continuously by labor and management, we engage in discussions and considerations aimed at expanding effective systems.

Goal 2

Proper management of overtime work hours and promotion of annual paid leave utilization

Action

- Measures aimed at the proper management of overtime work hours
 - We will track daily working hours, and establish a system that if employees exceed a certain threshold of overtime hours, warning alerts will be automatically sent to their supervisors.
 - At regular intervals, we confirm the man-hour balance between production volume and workload, and implement measures such as personnel supplement when a shortage occurs.
- Measures aimed at increasing the utilization rate of annual paid leave
 - The numerical target is to achieve 80% or higher each year.
 - We encourage the establishment of Annual Paid Leave Incentive Days and promote taking a continuous 5-day vacation (relaxing vacation) once a year. We will provide education and guidance to each department head to create a workplace environment where employees feel it easy to take annual paid leave, including promotion of Annual Paid Leave Incentive Days.

► To ESG-oriented Investors

SUMCO Group Basic Policy on Safety and Health

1. Basic Principle

Guided by the principle that "the safety and health of our employees take precedence over everything else," the SUMCO Group is committed to creating a safe, healthy, and supportive workplace through leadership at all levels, consultation with workers, continuous improvement, and organization-wide participation.

2. Basic Policy

Through the active participation of all employees, we will:

1. Ensure compliance with applicable laws and regulations, as well as established policies, procedures, and work instructions.
2. Identify and reduce occupational safety and health risks by thoroughly investigating the root causes of occupational injuries, illnesses, and incidents, thereby preventing both their occurrence and recurrence.
3. Promote an open and supportive workplace culture that enhances employee well-being, maintains and improves mental health, and prevents occupational illnesses.
4. Promote responsible driving behavior and traffic safety awareness, contributing to safer communities wherever we operate.

SUMCO Group Health Declaration

The SUMCO Group recognizes employee's health as one of its most valuable management resources. By empowering each employee to take an active role in maintaining and improving their own health, while advancing organization-wide health initiatives, we strive to create a corporate group where every employee can thrive.

Initiatives for Safety and Health

Why SUMCO Addresses Safety and Health

In order for employees to reach their full potential and work with vitality, the SUMCO Group sees ensuring work environment where employees can work at ease as one of its crucial social responsibilities.

Additionally, in the SUMCO CSR Policy, the SUMCO Group pledges to "maintain safe, healthy, comfortable and appropriate workplaces for everybody working in SUMCO, shall have a high regard for human rights, ability and personality, and shall realize fair and diverse ways of working." Based on this, the SUMCO Group promote safety and health initiatives under the following basic principles and policy.

SUMCO Group Basic Policy on Safety and Health

Basic Principle

Under the principle that "the safety and health of employees takes the highest priority over all," the SUMCO Group is committed to "creating a safe and pleasant workplace environment supportive of good mental and physical health" through leadership by supervisors, consultation with employees, continuous improvement, and activities involving the participation of all employees.

Basic Policy

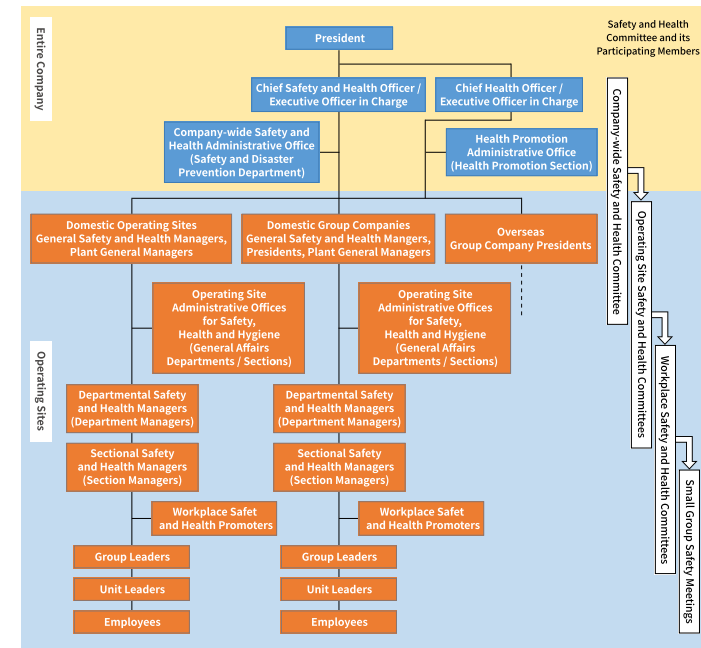
1. We will collectively and thoroughly strive to create a workplace where all members adhere to relevant laws and regulations as well as rules stipulated in manuals and work procedures.
2. In the event of any work-related accidents, we will collectively and thoroughly analyze the root causes and implement measures to prevent their recurrence by reducing safety and health risks.
3. We will collectively and thoroughly strive to create an open workplace environment, as well as to maintain and promote their mental and physical health and to prevent occupational illnesses.
4. We will collectively and thoroughly engage in raising awareness of traffic consideration and promote traffic safety initiatives as models for society.

Safety and Health Initiatives

Promotion Framework

For the purpose of maintaining and enhancing the Group's levels of safety and health, the SUMCO Group annually convenes the Company-wide Safety and Health Committee in which report on the status of safety and health-related initiatives and information sharing are made. The committee, attended by the Chief Safety and Health Officer, plant general managers, and presidents of group companies, reports on Group-wide performance, issues, activities related to safety and health. It also reviews and approves safety and health-related issues and targets to be addressed in the following fiscal year. Additionally, each plant shares safety and health information and improve safety and health issues, and engages in daily activities to achieve safety and health objectives, through operating site safety and health committees, workplace safety and health committees and small group workplace safety meetings.

Company-wide Safety, Health and Hygiene Promotion Structure



Meetings and Committees (Communication) Related to Safety, Health and Hygiene

Level	Meeting	Frequency	Main Participants	Functions
Company-wide	Company-wide Safety and Health Committee	Once a year	President, officers, presidents of affiliate companies, plant general managers, department managers, labor union executive board, industrial physicians, company-wide and operating site safety and health administrative offices	Review and discussion of SUMCO Group safety, hygiene and health management policies and measures
	Production Technology Division Safety and Health Committee, Company-wide Health Committee	Once a year	Chief Safety and Health Officer / Executive Officer in Charge, executive officers, plant general managers, industrial physicians, company-wide and operating site safety and health administrative offices	Review and discussion of Production Technology Division health, hygiene and safety measures
	Labor-Management Safety Round-Table Meeting	Four times a year	Labor union executive board (three highest ranks of the board, union branch manager), company-wide safety and health administrative office	Review and discussion of SUMCO Group (domestic) safety, hygiene and health measures
	Meeting of Safety and Health Personnel	Once a month	Company-wide and operating site safety and health administrative offices	Review and discussion of SUMCO Group (domestic) safety and health measures
	Overseas Affiliate Company Safety Liaison Meeting	Six times a year at each company	Overseas affiliate company presidents and safety and health administrative offices, company-wide safety and health administrative office	Explanation of SUMCO Group (domestic) safety and health measures, and exchange of information on domestic and overseas activities
	Workplace Safety and Health Promotion Personnel Exchange Meeting	Once a month	Workplace safety and health promotion personnel, company-wide safety and health administrative office	Explanation of SUMCO Group (domestic) safety and health measures, and exchange of information on activities between operating sites
	Safety and Disaster Prevention Department Inspections	Eleven times a year	Managers of each department, workplace safety and health promotion personnel, company-wide and operating site safety and health administrative offices	Confirmation and discussion on the implementation status of SUMCO Group (domestic) safety and health-related measures

Level	Meeting	Frequency	Main Participants	Functions
Operating Sites	Safety and Health Committee	Once a month	General safety and health manager, plant general managers, labor union branch management, industrial physicians, operating site safety and health administrative offices	Review and discussion of operating site safety, hygiene and health-related policies and measures
	Workplace Safety Promotion Committee	Once a month	Workplace safety and health promotion personnel, workplace safety and health administrative offices	Detailed review and discussion of operating site measures
	Workplace Safety and Health Committee	Once a month	Department and section managers, group leaders, unit leaders, workplace safety and health promotion personnel, contractors managers	Review and discussion of departmental safety, hygiene and health-related policies and measures
	Small Group Workplace Safety Meetings	Once a month	Group leaders, unit leaders, workplace safety and health promotion personnel	Review and discussion of process-level safety, hygiene and health-related measures
Contractors	Safety Cooperation Association Meeting (Kyushu Factory)	Three times a year	Representatives from contractors, SUMCO (advisors, Facility Engineering Department)	Discussion occupational accident prevention at operating sites

Occupational Safety and Health Initiatives

The SUMCO Group has introduced an Occupational Safety and Health Management System (OSHMS) and obtained certification from outside certification bodies, chiefly ISO 45001 certification, and is actively working towards creating a safe and comfortable workplace environment.

The system defines a sequence of "Plan - Do - Check - Act" (PDCA) actions through communication and mutual cooperation between management and employees to manage and improve safety and health on a regular and voluntary basis, with the participation of all employees. This is a safety and health management framework designed to prevent work-related accidents, advance employee health, promote the formation of a pleasant workplace environment and raise the level of safety and health in the workplace. We also work to quantify employee safety awareness through periodic safety awareness surveys, reflect the findings in the occupational safety and health management system, and make efforts to raise awareness of safety.

Status of Occupational Safety and Health Management System Certification

Category	Total Number of Operating Sites	Number of Certified Operating Sites	Certification Rate (%)	Remarks
Group (Domestic / Overseas)	14	11	79%	-
Group (Domestic)	10	9	90%	■ ISO 45001 / JISQ 45100 certification in 9 operating sites
Group (Overseas)	4	2	50%	■ ISO 45001 certification: 1 operating site ■ SMK3 certification: 1 operating site*

* Certification provided by Indonesian National Standard (equivalent to OHSAS18001)

Major Initiatives to Prevent Work-Related and Traffic Accidents

The SUMCO Group conducts annual system audits (internal audits) and management reviews at all operating sites in accordance with its Occupational Safety and Health Management System. The SUMCO Group also endeavors to maintain and enhance safety management levels by seeking to prevent work-related accidents through promoting voluntary safety and health initiatives and encouraging the advancement of health and the formation of a pleasant workplace environment.

Additionally, when workers notice a potential hazard, they are obligated to report on it as a near miss case. Through the case reports and risk assessments, the risk factors at each operating site are identified. We try to avert accidents by implementing countermeasures to these risks based on hazard levels, and reducing the degree of risk posed accordingly. Information on these risks and the corresponding countermeasures are shared across the entire SUMCO Group through Company-wide meetings attended by the safety and health personnel at each operating site, safety exchange meetings attended by the workplace safety and health promotion personnel at each operating site, and safety and health committee meetings at each operating site. Awards are given for outstanding near-miss reports, and examples of improvements are disseminated across each operating site.

In addition to safety patrols conducted at each operating site and other regular safety and health patrols of each operating site by the Safety and Disaster Prevention Department, labor unions, industrial physicians, etc., daily patrols are conducted by workers to inspect and correct potential hazards and unsafe behaviors in the workplace, aiming at realization of higher levels of safety and health.

Safety and Health Education and Training Initiatives

The SUMCO Group focuses on employee education and training with the aim of preventing work-related and traffic accidents. In terms of matters related to safety and health, we provide various types of audiovisual education, including tiered safety and health education, small group workplace safety meetings, risk prediction training (KYT), the viewing of movies produced in-house for prevention of chemical injury and disaster of being caught and drawn, other safety-related DVDs and e-learning programs. In addition, we have established "safety dojos" at 9 operating sites in Japan to enhance employees' awareness of safety while raising employees' sensitivity to danger through realistic simulated dangerous experiences introducing virtual reality (VR) and to learn about what actions to take in the event of an emergency, thereby aiming to prevent disasters in advance and minimize damages. Moreover, we certainly provide introduction training at the time of hiring, and conduct regular follow-up training to employees in their first, third, and tenth years of employment, to prevent work-related accidents and traffic accidents.

In addition to preventing occupational accidents, the prevention of traffic accidents and drunk driving is another key challenge. The SUMCO Group strives to prevent traffic accidents and drunk driving by providing traffic accident prevention training through traffic accident cases and traffic-related DVDs, implementing KYT using videos of traffic accidents, and creating maps of dangerous areas along commuting routes.

Main Education and Training Activities

Category	Name of Training	Trainees	Frequency	Instructors
Statutory Training	Induction training	New employees	Once a month	Company-wide and operating site safety and health administrative offices
	Training for newly appointed safety managers	General Safety and Health Manager appointees Departmental and Sectional Safety and Health Manager appointees	Upon selection	Outside instructor
	Unit leaders safety training	Newly appointed unit leaders	Once a year	
	Various special training, courses for various licenses, skills training, etc.	Employees engaged in the relevant work Supervisors of the relevant work	When engaging in the relevant work	
	Various skills improvement training	Appointees after five years in position	Once a year	Qualified in-house employee or outside instructor

Category	Name of Training	Trainees	Frequency	Instructors
Group Training	Training for newly appointed managers	Newly appointed managers	Once a year	Company-wide Safety and Health Administrative Office
	Group leader safety training	Newly appointed group leaders	Once a year	Company-wide Safety and Health Administrative Office
	Safety training for employees in their first and third years of employment	Employees in their first and third years of employment	Each time	Operating site safety administrative office
	Training for employees in their third and tenth years of employment	Employees in their third and tenth years of employment	Once a year	Company-wide Safety and Health Administrative Office
	Trainer training	Trainers for regular new hires	Once a year	Company-wide Safety and Health Administrative Office
	Internal auditor development training	Newly appointed internal auditors	Each time	Outside instructor
	Internal auditor skills improvement training	All internal auditors	Once a year	Company-wide Safety and Health Administrative Office
	Safety training for risk assessment, etc.	Workers, unit leaders, and workplace safety and health promotion personnel	Once a year	Operating site safety administrative office and outside instructor
	OSHMS self-awareness training (e-Learning)	All employees	Once a year	Planned by Company-wide Safety and Health Administrative Office
	Traffic accident prevention training (e-Learning)	All employees	As needed	Planned by Company-wide Safety and Health Administrative Office
	Safety confirmation drills	All employees	Four times a year	Use of safety confirmation system
	General disaster prevention drills and BCP drills (simulation-based)	Employees and contractors	Once a year	Operating site safety administrative office
	Late-night evacuation drills	Shift workers	Once a year	Operating site safety administrative office
	Large-Scale Chemical Spill Response Drill	Employees	Once a year	Operating site safety administrative office

Category	Name of Training	Trainees	Frequency	Instructors
Individual Training	Follow-up training	Employees after hiring or transfer	1, 3, 6, and 12 months after hiring/transfer (After 12 months, group training is conducted by the administrative office, as well as training at each workplace is conducted.)	Supervisor at workplace safety and health promotion personnel, superior at workplace, and operating site safety and health administrative office



Experiencing hazards (electric shock, overcurrent, tracking) at a "safety dojo"

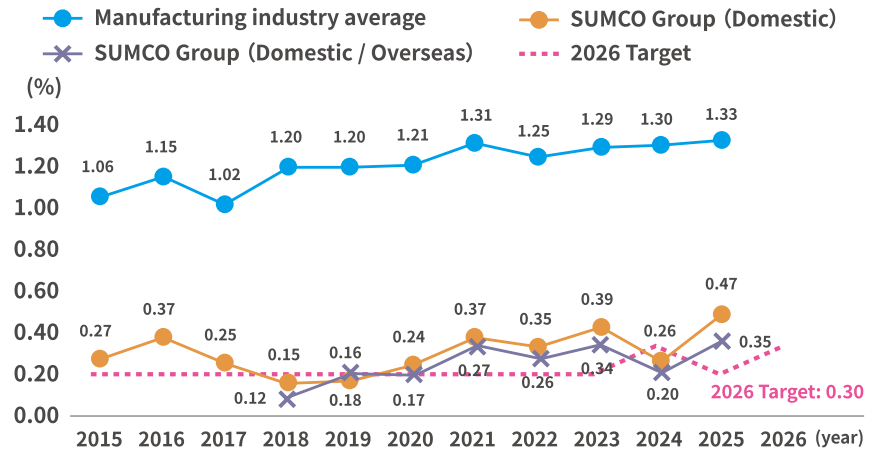


Large-Scale Chemical Spill Response Drill

Status of Occupational Accident Occurrences

Change in the Accident Frequency Rate*

(Domestic SUMCO Group, Domestic and International SUMCO Group)



* Accident Frequency Rate = Number of workers killed or injured in occupational accidents (injuries requiring one or more days off) / total number of working hours × 1,000,000

During fiscal 2025, seven lost-time accidents (domestic / overseas) occurred (three more than in the previous fiscal year), mainly due to lower back pain, falls, and lack of risk prediction. SUMCO conducts risk assessments to prevent such accidents from occurring in the future, with particular emphasis on risk assessments for high-risk work (chemicals, heavy objects, high places, rotating objects, etc.), and also strengthen knowledge and awareness education on hazards and harmfulness.

For the SUMCO Group and contractors, the number of deaths due to occupational accidents was zero. Aiming for zero occupational accidents, the Group is working to enhance the effectiveness of existing activities while actively engaging in initiatives, including broad introduction of the lockout-tagout (LOTO) safety procedure. Having acquired ISO 45001 certification for its occupational health and safety management systems, the Group is further developing and enhancing these systems, while carrying out safety awareness-raising activities based on employee survey results. In these and other ways, the Group is endeavoring to create a workplace environment, one that is safe, healthy, comfortable and pleasant to work in.

Occupational Safety and Health Data

Indicator	Target	Unit	2022	2023	2024	2025
Number of lost time injuries	Group (Domestic / Overseas)	cases	5	7	4	7
	Contractors	cases	0	0	0	1
Number of accidents (lost time + non-lost time)	Group (Domestic / Overseas)	cases	13	21	15	23
	Contractors	cases	4	1	3	1
Number of occupational illnesses	Group (Domestic / Overseas)	cases	1*	2*	1*	5*
	Contractors	cases	0	0	1*	1*
Lost time injury frequency rate	Group (Domestic / Overseas)	-	0.26	0.34	0.20	0.35
	Contractors	-	0.00	0.00	0.00	4.62
Accident frequency rate (lost time and non-lost time)	Group (Domestic / Overseas)	-	0.67	1.02	0.74	1.15
	Contractors	-	16.64	4.37	8.67	4.62
Occupational injury frequency rate (OIFR)	Group (Domestic / Overseas)	-	0.05*	0.10*	0.05*	0.05*
	Contractors	-	0.00	0.00	0.00	4.62

* Backache (backache resulting from work-related accident)

- Lost time accident frequency rate = Number of workers killed or injured in occupational accidents (lost time injuries) / total number of working hours × 1,000,000
- Accident frequency rate (lost time + non-lost time) = Number of workers killed or injured in occupational accidents (lost time + non-lost time) / total number of working hours × 1,000,000
- Occupational injury frequency rate = Number of workers killed or injured in occupational accidents (occupational injuries) / total number of working hours × 1,000,000

Community-based Safety and Health Initiatives and Disaster Prevention Activities

The Kyushu Factory is engaged in traffic safety initiatives as a member of the Shiroishi District's Safe Driving Supervisors Committee. This includes annual participation in the "Curve Mirror Cleaning Initiative (March)" along the routes to local elementary and junior high schools, as well as the "Early Headlight Lighting Warning Initiative (November)" to encourage drivers to turn on their headlights before it gets dark. In addition, as a member of the Imari Industrial Park Corporate Council, the Kyushu Factory also conducts regular traffic safety patrols and other traffic safety initiatives.



Traffic safety patrol activities (Kyushu Factory)

Furthermore, the Kyushu Factory participates in the "Fire Initial Response Competition" co-hosted by the Imari-Arita Fire Association and other organizations. This competition assesses the safety and certainty of fire notification, initial firefighting, and first aid measures in the event of a fire and also serves as an opportunity to demonstrate the results of our regular training.

At the Chitose Plant, we participate in a regional liaison committee consisting of companies within the industrial park and conduct safe driving awareness activities along major roads in Chitose City in conjunction with the autumn traffic safety campaign. In addition, we actively participate in the "Challenge Safety Rally" organized by the Chitose District Safe Driving Management Association and take the initiative in promoting safe driving.

SUMCO Technology Corporation participates in traffic safety campaigns in Noda City as a member of the Safe Driving Supervisors Committee and conducts activities such as calling for the elimination of drunk driving and distributing safe driving awareness materials at shopping malls and other locations three times a year. SUMCO Technology Corporation also improves the traffic safety environment in the industrial park where it is located and runs environmental beautification activities around its operating site four times a year as a director of the Noda City Southern Factory Liaison Council.

High-Purity Silicon Corporation participates in traffic safety initiatives organized by the Yokkaichi South District Traffic Safety Association. On the 11th of each month, staff guide pedestrians at crosswalks in the Shiohama area to ensure the safety of schoolchildren.

PT. SUMCO Indonesia conducted home visits to employees' residences to provide their families with education on preventing infectious diseases such as tuberculosis and dengue fever. PT. SUMCO Indonesia also donated medical equipment to representatives of employee housing.



Fire Initial Response Competition (Kyushu Factory)



Fire Initial Response Competition (Kyushu Factory)



Safe driving awareness campaign on major roads (Chitose Plant)



Health Education by PT. SUMCO Indonesia

Safety and Health/Disaster Prevention Awards Received (in the past five years)

Year & month	Award	Awarded site
October 2021	Commendation for Business Operators Cooperating with the Local Fire Brigade.	Kyushu Factory (Nagahama), SUMCO Corporation
February 2023	Commendation for Business Operators with Excellent Safe Driving Management from the Miyazaki Minami Police Station	SUMTEC Service Corporation (Miyazaki)
June 2023	Governor's Commendation for Business Site Cooperating with the Local Fire Brigade	Nagasaki Plant I, Nagasaki Plant II, SUMCO TECHXIV Corporation, Kyushu Factory (Nagasaki), SUMCO Corporation
July 2023	Silver Order of Merit from Japan Red Cross Society (Blood Donation)	Nagasaki Plant I, Nagasaki Plant II, SUMCO TECHXIV Corporation, Kyushu Factory (Nagasaki), SUMCO Corporation
July 2024	Silver Award for Excellent Safe Driving Business Site	Nagasaki Plant I, Nagasaki Plant II, SUMCO TECHXIV Corporation, Kyushu Factory (Nagasaki), SUMCO Corporation
July 2024	Gold Award for Excellent Safe Driving Business Site	SUMTEC Service Corporation (Nagasaki)
June 2025	Commendation from Health, Labor, and Welfare Minister (Encouragement Award)	Chitose Plant, SUMCO Corporation
July 2025	Gold Award for Excellent Safe Driving Business Site	Nagasaki Plant I, Nagasaki Plant II, SUMCO TECHXIV Corporation, Kyushu Factory (Nagasaki), SUMCO Corporation
October 2025	Saga Labour Bureau Director's Award (Encouragement Award)	SUMCO Service Corporation (Saga)
July 2025	Gold Award for Excellent Safe Driving Business Site	SUMTEC Service Corporation (Nagasaki)
September 2025	Commendation for Business Operators with Excellent Traffic Safety	SUMTEC Service Corporation (Miyazaki)



Health and Safety Commendation from Health, Labor, and Welfare Minister (Encouragement Award) (Chitose Plant)

Health and Productivity Management Initiatives

Promotion of Health

The SUMCO Group's Approach to Employees' Health

The SUMCO Group embraces the philosophy that “the safety and health of our employees take precedence over everything else.” We are committed to building an excellent company with a strong profit mindset by cultivating a workplace where employees can thrive both physically and mentally. In line with this commitment, we have issued the “SUMCO Health Declaration” to stakeholders inside and outside the company, and we strategically promote health initiatives as future-oriented investments that drive sustainable growth, rather than treating them merely as welfare benefits.

Chief Health Officer (CHO) • Shinichi Kubozoe

SUMCO Group Health Declaration

The SUMCO Group recognizes employee's health as one of its most valuable management resources.

By empowering each employee to take an active role in maintaining and improving their own health, while advancing organization-wide health initiatives, we strive to create a corporate group where every employee can thrive.

Our KGIs and KPIs

The Company's KGIs (Key Goal Indicators: final outcome targets) for health and productivity management consist of five evaluation factors: improving productivity through reducing presenteeism and absenteeism, and realizing an energetic working environment for employees through enhancing work engagement, job satisfaction, and sense of fulfillment at work. Achievement of three or more of these five factors is defined as attainment of the KGIs.

To support this, KPIs (Key Performance Indicators) are set as specific numerical targets, including improvement of the comprehensive health risk adjusted by effort-reward ratio and an increase in the percentage of employees improving their lifestyle habits, and are evaluated quantitatively.

Of the five KGI indicators established as targets for 2025, we achieved the targets for two indicators—absenteeism and job satisfaction—by the end of 2025. Regarding sense of fulfillment at work, the score also improved by 5.5 points compared with 2020, reaching a level 0.6 points short of the target value. On the other hand, because we did not achieve the KGI attainment criterion of “achievement of three or more indicators,” we have conducted factor analysis for the indicators that did not achieve their targets and are strengthening improvement measures.

Going forward, toward achieving the newly established 2030 targets, we will systematically promote initiatives based on the results and challenges identified through our efforts to date.

SUMCO's KGIs

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	2030 Targets	Notes
Presenteeism	4.20	4.00	3.80	4.00	3.9	3.5	*1
Absenteeism	4.30	4.90	4.40	3.90	3.5	3.3	*2
Work Engagement	2.60	2.63	2.61	2.57	2.53	2.63	*3
Job Satisfaction	63.40	65.70	68.90	68.70	68.9	70.0	*4
Sense of Fulfillment at Work	61.90	64.00	67.30	66.80	67.4	70.0	*5

*1 Presenteeism: Average number of days on which employees reported coming to work despite being in a health condition that would have been better suited for taking leave during the past 12 months

● Target by the end of FY2025: Presenteeism of 3.5 days

*2 Absenteeism: Average number of days on which employees reported being absent from work due to illness or health-related reasons during the past 12 months (including annual paid leave)

● Target by the end of FY2025: Absenteeism of 4.0 days

*3 Work engagement: Average score of employee surveys consisting of nine work-related questions (seven-point scale from 0 to 6)

● Target by the end of FY2025: 2.75%

*4 Job satisfaction: Percentage of employees who responded "Satisfied" or "Somewhat satisfied" to the question regarding satisfaction with their work

● Target by the end of FY2025: Job satisfaction of 68%

*5 Sense of fulfillment at work: Percentage of employees who responded "Agree" or "Somewhat agree" to the statement that their work is fulfilling

● Target by the end of FY2025: Sense of fulfillment at work of 68%

Health Promotion Framework

In the semiconductor industry, where global competition demands the highest levels of reliability and quality, it is vital that every employee performs to their full potential. The SUMCO Group convenes regular company-wide Safety and Health Committees, Health Committees, and Health Promotion Meetings to review site-level activities and progress against health-related KPIs. The insights gained from these forums are systematically reflected in new initiatives and continuous improvements.

We have also established a robust support framework led by highly specialized professionals. This framework promotes individual health guidance, smoking cessation support, workplace environment improvements informed by stress checks, and mental health training, all in collaboration with our health insurance society and labor union.

Additionally, we are collaborating with our business partners on health and hygiene activities (such as gathering opinions at meetings) and sharing our health management expertise. Through these initiatives, we advance a continuous PDCA cycle of health management, where progress on KPIs drives the achievement of our KGI, ultimately strengthening both employee vitality and corporate competitiveness. In this way, our health management serves as a foundation for sustainable growth and enhanced corporate value in the global market, while upholding the "high safety and reliability" demanded of the semiconductor industry.

Health Promotion-related Meetings

Company-wide Safety and Health Committee

【Members】 President, Executives, Plant general managers, Production and Technology Division, President of affiliate companies, Labor Union executive board

【Administrative Office】

Safety and Disaster Prevention Department, Health Promotion Section, Human Resources Department



Company-wide Health Committee

【Chairperson】 Executive officer

【Members】 Plant general managers, Production and Technology Division, President of affiliate companies

【Administrative Office】

Health Promotion Section, Human Resources Department



Health Promotion Meeting

【Members】 Industrial physicians, plant general affairs section managers, occupational health staff and persons in charge of hygiene

【Administrative Office】

Health Promotion Section, Human Resources Department

Assignment of occupational health staff

Sites	Chitose Plant	JSQ Division	Yonezawa Plant	Tokyo/Osaka/Fukuoka	Kyushu Factory (Imari, Nagahama)	Kyushu Factory (Imari, Kubara)	Kyushu Factory (Saga)	SUMCO Technology Corp. Noda Plant	High-Purity Silicon Corp. (Yokkaichi)	SUMCO TECHXIV Corp. (Nagasaki)	SUMCO TECHXIV Corp. (Miyazaki)
Occupational health staff	1	1	1	1	3	3	1	1	1	3	1

Health and Productivity Management Initiatives

We promote initiatives to maintain and improve the health of each employee as a company through various well-planned company-wide initiatives. Our initiatives for the health of each employee have been recognized, and we were selected for the fourth time as a "Health and Productivity Stock," a designation jointly selected by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange from among listed companies that excel in health and productivity management.

Our initiatives for the health of each employee have been evaluated and SUMCO Group has been certified as one of the "White 500" corporations under "the Certified Health & Productivity Management Outstanding Organization Recognition Program" sponsored by the METI and The Nippon Kenko Kaigi for the eight consecutive years since 2019.



Our Health Management Challenges

We focus on three health management issues in particular: "1. mental health," "2. smoking cessation," and "3. lifestyle-related diseases," set target values, create medium- to long-term plans, and carry out activities.

1. Mental Health

SUMCO believes that maintaining good mental health among employees leads to the development of a workplace environment where employees meet the high demands of customers, be highly productive and work with vitality. As a part of the primary prevention of mental health issues, since 2003 SUMCO has been operating and assessing workplace environment improvement activities as part of its occupational safety and health management system (OSHMS).

In addition, based on the results of stress checks conducted regarding workplace environment improvements at each workplace, we have each employee exchange feedback aimed at improvements to be made within the workplace, decide on and implement action items, and post effective initiatives on the company intranet site.

Main Action Items

- Mental health training (stratified training, e-learning) and consultation framework for counselors and other staff
- Workplace environment improvement activities based on stress check results

Case Studies of Activities

Workplace Environment Improvements Based on Stress Check Results

In the SUMCO Group, departments whose stress check results show higher loads in the analysis are voluntarily improving the workplace environment by their respective departments within the framework of OSHMS. As an example of improvement activities, there is a case where the leader of a workplace where long working hours continued created and executed a Fault Tree Analysis (FTA), reviewed the results, and evaluated the effectiveness of the countermeasures. We succeeded in earlier leaving times for each employees and reduction of overtime hours by adjusting work volume and personnel, redistributing tasks among employees, and implementing initiatives such as posting messages on workplace bulletin boards to reduce overtime hours in order to foster awareness towards reducing working hours and monitoring the utilization of regular leaving days. In addition to these efforts, the SUMCO Group promotes initiatives that respect the employees' work-life balance, such as tracing the annual paid leave utilization rates and encouraging them to take annual leave.

Results of Activities

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	2030 Target	Notes
ERI-adjusted general health risk	103	98	89	87	90	87 or below	*6
Higt-Stress Rates	14.2	13.5	11.8	12.0	13.6	10.0	*7

*6 ERI-adjusted comprehensive health risk is calculated by incorporating evaluation results based on the Effort-Reward Imbalance (ERI) model into the comprehensive health risk.

*7 High-Stress Rates= Number of high-stress employees / Number of employees surveyed

* Definition of high-stress employees

Using the Brief Job Stress Questionnaire (57 items), employees who meet either criterion (a) or (b) below are defined as high-stress employees.

(a) For the six scales of "Mental and Physical Stress Responses" (29 items)—vigor, irritation, anxiety, depression, fatigue, and physical complaints—responses are converted into a five-point scale (1 point indicating higher stress and 5 points indicating lower stress), and employees with a total score of 12 points or less across the six scales.

(b) For the 12 scales consisting of the nine scales of "Job Stressors" (17 items)—including workload, job quality, and physical burden—and the three scales of "Support from Others" (nine items)—including support from supervisors and colleagues—responses are converted into a five-point scale using the raw score conversion table, and employees with a total score of 26 points or less across the 12 scales and a total score of 17 points or less for the six scales of "Mental and Physical Stress Responses."

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	Notes
Comprehensive Health Risk	103	100	97	96	97	*8
Number of Employees Taking the Stress Check	5,984	6,478	6,936	7,267	7,208	*9
Stress Check Participation Rate	98.6%	97.3%	98.0%	99.0%	99.1%	*10

*8 Comprehensive health risk is calculated using the Job Stress Assessment Diagram based on the stress survey.

*9 Number of employees taking the stress check = Number of employees measured for absenteeism, presenteeism, and work engagement

*10 Stress check participation rate = Response rate for absenteeism, presenteeism, and work engagement surveys

2. Activities to Encourage Smoking Cessation

In January 2020, a survey on smoking was conducted among all Group employees. Trend analysis was conducted on factors such as smoking frequency and number of smoking sessions by employees who are smokers, and as a result of conducting smoking cessation training and individual health guidance in light of the various traits and age groups, the smoking rate among the Group employees has diminished by 16.1% during these eight years, from 46% in 2018 to 29.9% in 2025.

Additionally, from the perspective of maintaining and promoting employee health, we implemented the closure of all smoking areas within SUMCO premises. We are also fully offering outpatient treatment for smoking cessation and subsidies for the purchase of smoking cessation aids through the health insurance system. With these measures, we are helping employees attempt smoking cessation without their financial burden.

Main Action Items

- Trend analysis based on results of survey of all employees on smoking
- Smoking cessation training based on the results of the above survey and encouraging the use of smoking cessation treatment through individual health guidance (Free company-subsidized smoking cessation treatment)
- Subsidies for the purchase of smoking cessation aids
- Workplace anti-smoking challenge race (Kyushu Factory)
- Closure of smoking areas on company-premises
- Individual smoking cessation guidance provided by health staff (In fiscal year 2024, 60 out of 652 participants successfully quit smoking)
- Smoking cessation education
- Lectures by medical specialists for smokers and smoking cessation supporters, including managers (Nagasaki and Miyazaki)
- Lectures by employees sharing their smoking cessation experiences (Yonezawa and Noda)

Case Studies of Activities

At the SUMCO Group, in addition to initiatives such as smoking cessation surveys and educational programs for all employees, we hold events at each site to promote smoking cessation and develop measures that encourage employees to approach smoking cessation positively.

Along with approaches targeting groups, our occupational health staff also provide individualized support. Even for employees who attempted to quit smoking but resumed smoking, or those who are not currently considering smoking cessation, we continue to provide support tailored to each individual's circumstances, including changes in life stage.

In 2025, we also provided information on smoking cessation support programs to employees' families. Through support from multiple perspectives, we develop and implement measures that encourage voluntary smoking cessation.

Results of Activities

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	2030 Targets
Current smoker	31.9%	31.9%	31.5%	30.7%	29.9%	25.0%

3. Measures to Address Lifestyle-related Disease, Other Initiatives

The results of periodic medical checkups show that the percentage of employees with metabolic syndrome increases between the ages of 30 and 40. We therefore offer health classes and health guidance to employees before the age of 40 to improve their lifestyles. Furthermore, at our Kyushu Factory (Saga Prefecture), we hold health classes for employees aged 39 with the cooperation of external managerial dietitians and the Slow Jogging Association. Through dietary guidance and the practice of slow jogging®, we verify the effectiveness of these classes, which will lead to improved guidance for the following year. In 2025, a survey conducted three months after the introduction of slow jogging® in the 39-year-old health classes showed a significant improvement in exercise habits. As part of our initiatives to promote exercise habits, we hold company-wide walking events every year, tailored to the characteristics of each region. The number of participants is increasing, and the percentage of employees who regularly exercise for 30 minutes or more is thus trending upward, demonstrating positive outcomes as an initiative to encourage behavioral change among employees. Additionally, due to the advancing age structure of the workforce, we assume that incidents of falls and trips will increase. To address this, we have assessed the motor functions of employees in a joint initiative with the Department of Sports Science at Fukuoka University to develop the SUMCO Fall Prevention Exercises and implement them in-house. In addition, as part of measures to ensure the health of female employees, we conduct surveys targeting all female employees to understand their needs, and implement initiatives such as providing free health classes, conducting free Equol tests, and offering company assistance programs for cancer screenings. In 2025, we were certified as a Sports Yell Company in recognition of our proactive initiatives to promote employee health through sports activities. Our company-wide walking events that enhance physical and mental well-being, as well as the implementation of radio calisthenics and SUMCO Fall Prevention Exercises conducted before and during working hours, have received recognition.



Main Action Items

- Walking events
- Health classes for employees at age 39 (Kyushu Factory)
- Education on improving dietary habits
- Individual health guidance
- Follow-up support for specific health guidance
- Distribution of leaflets on lifestyle-related diseases

Case Studies of Activities

At the Kyushu Factory, we provide lifestyle improvement education for employees aged 30, 35, and 39, and assess their health literacy. Employees aged 30 and 35 record their daily calorie intake, while those aged 39 evaluate their own dietary habits through practical meal exercises, with changes tracked using the eHEALS (eHealth Literacy Scale). In addition, we conduct annual surveys on dietary habits covering company cafeterias and vending machines. We also apply nudging techniques in cafeteria layouts to encourage employees to more easily choose salads and side dishes. We also provide opportunities to learn about improving dietary habits in an engaging manner through lectures and group discussions led by registered dietitians. Furthermore, we support employees in maintaining healthy dietary habits by using urine test kits to assess nutritional status.

Results of Activities

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	2030 Targets	Notes
Percentage of Employees with Metabolic Syndrome	29.4%	29.9%	28.8%	30.3%	30.0%	27.0%	*11
Exercising for 30 minutes or more / week	27.6%	29.0%	29.6%	31.3%	31.8%	40.0%	
Percentage of employees not feeling refreshed after a night's sleep	33.5%	33.7%	33.1%	32.6%	32.1%	30.0%	
Follow-up Examination after Regular Health Checkups (Attendance Rate)	-	-	95.1%	94.9%	95.8%	100.0%	

*11 Percentage of employees with metabolic syndrome: (pre-metabolic syndrome and metabolic syndrome) / examinees

Item	2021 Results	2022 Results	2023 Results	2024 Results	2025 Results	Notes
Employees who maintain appropriate body weights	63.9%	63.9%	64.4%	63.2%	63.6%	*12
Percentage of employees at risk of blood pressure	0.7%	0.9%	0.8%	0.6%	0.6%	*13
Percentage of employees at risk of blood glucose	0.6%	0.6%	0.7%	0.8%	0.6%	*14
Health classes for employees at age 39 (participation rate)	-	-	100.0%	100.0%	100.0%	
Health classes for employees at age 39 (Satisfaction Rate)	-	-	-	98.0%	95.4%	
Improvement of dietary habits (participation rate)	-	-	98.0%	98.4%	98.0%	
Walking Activities	-	-	55.9%	58.5%	61.2%	
Regular health checkups (attendance rate)	-	-	100.0%	100.0%	100.0%	

*12 Individuals maintaining an appropriate body weight: Percentage of individuals with a BMI of 18.5 to less than 25

*13 Blood pressure risk: Percentage of individuals with systolic blood pressure ≥ 180 mmHg or diastolic blood pressure ≥ 110 mmHg

*14 Blood glucose risk: Percentage of individuals with HbA1c $\geq 8.0\%$

Initiatives to Enhance Well-being

We prioritize the physical and mental health of each employee, and promote a wide range of initiatives, including the development and rollout of fall-prevention exercises, health support tailored to each life stage, and company-wide health awareness activities. Through these efforts, we aim to create a workplace environment where everyone can work with peace of mind.

At the SUMCO Group, in response to the anticipated increase in risks of falls and trips associated with changes in the age composition of employees, we collaborated with the Faculty of Sports and Health Science at Fukuoka University in 2018 to evaluate employees' physical function and develop the "SUMCO Fall Prevention Exercise." Since then, we have promoted its implementation before work and during working hours, and have deployed it across the Company. To enable employees working remotely to participate as well, the program is made available on the Company intranet, and exercise is encouraged. In addition, our radio calisthenics initiative has been recognized with an award at the Kyushu Factory. As a result of these efforts, the Company has been certified as a "Sports Yell Company" since 2025, as a company actively promoting sports and physical activity to improve employee health.

Furthermore, to support each employee in achieving diverse working styles and maintaining their health, we have established a company-wide standard for work accommodation measures since 2020, operated primarily by occupational health staff. We have developed a support system aimed at ensuring workplace safety during work and preventing aggravation of illnesses for employees undergoing medical treatment or those with health concerns, in order to promote work-life balance and the continuation of employment.

As part of other initiatives to ensure the health of female employees, we conduct surveys targeting all female employees to understand their needs, and implement various measures such as health classes, free equal testing, and company-subsidized cancer screening programs while taking those needs into account.

In 2025, we distributed a "health leaflet" to all Group employees, accompanied by a message from Chief Health Officer. This initiative aimed to once again provide information on the Company's smoking cessation support programs, cancer screening subsidies, and lifestyle-related health information. In addition, by outsourcing the preparation of materials and mailing tasks to our special-purpose subsidiary within the Group, we also contributed to creating a supportive workplace environment through collaborative work at the subsidiary.

Main Action Items

- Individual health guidance following regular medical checkups (including guidance to improve blood pressure and blood glucose levels)
- Free Equol tests (for those who wish)
- Company assistance programs for cancer screenings
- Various initiatives
- Preparation and distribution of leaflets and educational programs on balancing work and childcare
- Lectures on health literacy for senior management

Case Studies of Activities

We have formulated a three-year plan for health education targeting female employees, and are working to improve health literacy among female employees (the basic knowledge that should be known about health). In addition, we are enhancing education and support in response to recent changes in women's health issues, including addressing age-specific challenges and social factors that may hinder health.

FY of Implementation	Target Group	Content	Method	Participation Rate
2022 (First year)	All age groups	Health literacy education	E-learning program	99.9%
2023 (Second year)	Younger than 40 years old	(i) Gynecological conditions common among younger women, such as PMS, that may affect work (ii) Preconception care (iii) Gynecological cancer screening and cancers in the AYA generation (ages 15-39)	Lecture delivered by a female obstetrician-gynecologist	90.0%
2024 (Third year)	40 years old and older	(i) Menopausal disorders (ii) Awareness-raising and health education on lifestyle-related diseases common after menopause (iii) Cancer screening, etc.	Lecture delivered by a female obstetrician-gynecologist	95.1%

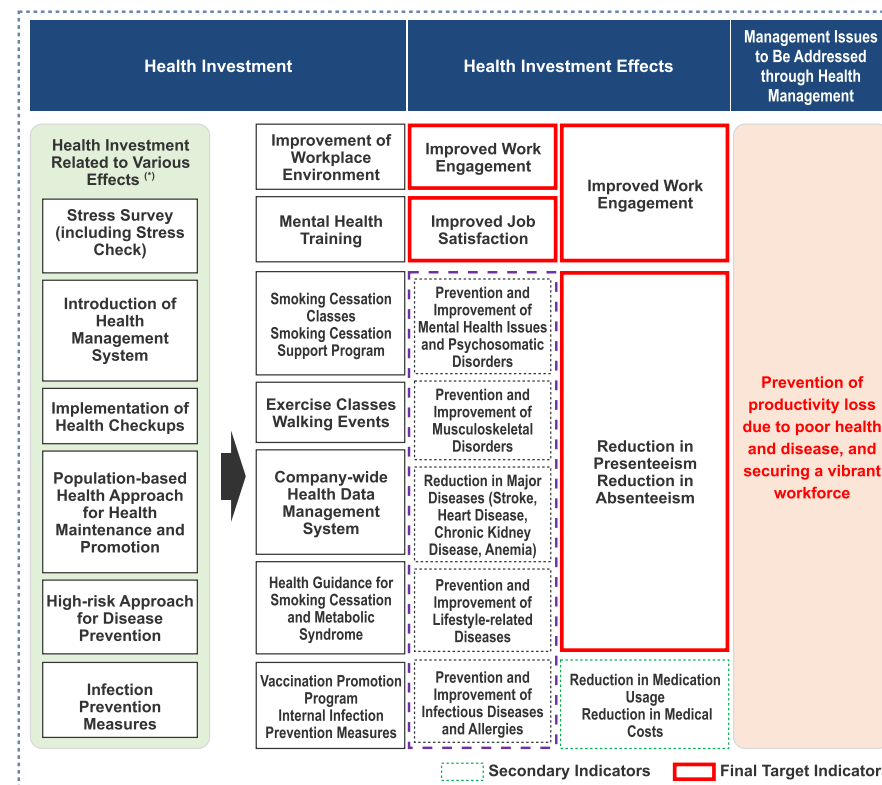
Results of Activities

Item	2023 Results	2024 Results	2025 Results
SUMCO Fall Prevention Exercises (implementation rate)	84.7%	85.1%	85.2%
Employees' understanding of eHealth literacy	-	-	28.0%

Comprehensive Indicators of SUMCO's Health and Productivity Management and Their Development into a Strategic Map of Each Initiative

By working on health and productivity management, SUMCO believes that health and productivity management help solving the ultimate goal of our health strategy map, which is to create high creativity by ensuring a workforce that works with vitality, and to prevent the possibility of poor health, injury or illness to reduce productivity. Therefore, we quantify comprehensive indicators to visualize these status and apply each initiative to our health strategy map to achieve results by strategically systematizing each initiative as a health investment. This allows us to conduct evaluations each year, leading to the necessary measures being implemented in the future.

SUMCO Health (Management) Strategy Map



SUMCO's Health Investment Management Accounting

In the SUMCO Health (Management) Strategy Map, we position workplace environment initiatives at the upper level and individual employee health measures at the lower level, and promote both as two complementary pillars to enhance psychological health and well-being and to create a workplace where diverse human resources can work safely and effectively. Based on this strategy map, we continuously verify both the investment amount and the effectiveness of each health investment initiative, and operate a system that enables flexible improvement toward more effective measures by integrating risk and opportunity perspectives.

These health and productivity management initiatives are positioned within the Group's ISO 45001-based risk and opportunity management framework, which comprehensively addresses risks that may affect business activities—such as occupational accidents among older workers, infectious diseases, work-related mental health issues, long working hours, maternal health protection, and lifestyle-related diseases—while also identifying opportunities such as enhancement of corporate value, improved investment evaluation, employee health promotion, and productivity improvement.

By reflecting these perspectives in daily occupational health and safety activities, we continue our efforts to ensure that health-related issues are not limited to risk mitigation, but are naturally linked to the enhancement of corporate value.

In particular, employee-participatory workplace environment improvements have become well established, contributing not only to improvements in stress checks and key performance indicators, but also to the accumulation of human health resources such as job satisfaction and work engagement over time. Workplace environment improvements based on psychological factors and ergonomics, as well as participatory initiatives such as walking programs, encourage behavioral changes among employees and have been confirmed to be strongly associated with health maintenance, health promotion, and performance improvement, making them highly cost-effective initiatives.



Company-wide Industrial
Physician
Minako Iyadomi

► To ESG-oriented Investors

Community-based Social Contribution Activities

Why SUMCO Addresses the Local Community

The SUMCO Group sees existing in harmony with the local community and contributing to the region as one of the corporate social responsibilities.

In SUMCO CSR Policy, the SUMCO Group declares that "SUMCO shall respect various cultures and histories, and shall interact with society and the local communities." We take into account local communities' expectations for SUMCO and focus on the following in particular, in an effort to be a company that can contribute to the local community as a good corporate citizen.

1. Activities aimed at the local environment, safety, and disaster prevention
2. Activities aimed at providing education, culture promotion and sports promotion to the local community
3. Activities to support persons with disabilities

Participation in Local Cleaning Activities and Environmental Conservation Initiatives



SUMCO's Chitose Plant has been working to maintain a pleasant road environment for pedestrians by implementing a clean-up program on approximately 1.5 km of sidewalks along the main roads of the Chitose Industrial Complex where the plant is located. Plant members pick up empty cans and trash that have been discarded, as well as fallen leaves and other refuse.

SUMCO's JSQ Division (Akita Prefecture) participates every year in the "Omono River Cleanup Campaign" organized by Akita City, together with local residents and neighboring companies.



Clean-up activities on the grounds of the Chitose Industrial Complex

In addition to cleanup activities along the major arterial roads in the industrial park as a member of the "Hachimanpara Corporate Council" made up of companies in the industrial park, SUMCO's Yonezawa Plant also participates in conservation and maintenance activities such as forest thinning and fertilization in Zusayama, Bansei-cho, Yonezawa City, which is located near the plant. The forest management in Zusayama is being carried out through the "Yamagata Bond Forest" agreement between SUMCO, Yamagata Prefecture and the local territorial group, Zusayama Ward Assembly.

SUMCO's Kyushu Factory supported the conservation activities of the horseshoe crab, the endangered species Class I, which inhabits the Makishima area of Imari City, Saga Prefecture. Conservation activities are being conducted at the "Imari Bay horseshoe crab breeding area," which was designated a national natural monument in 2015, and continue to protect this precious biological resource that is in danger of extinction.

At the Miyazaki Plant of SUMCO TECHXIV Corporation, as part of our biodiversity conservation efforts, we plant broadleaf trees and other species every year in Tsubakiyama Forest Park, engaging in activities to conserve native plant species.

SUMCO Technology Corporation takes part in cleanup operations four times a year along nearby municipal roads and sidewalks, and also engages in cleanup activities within the industrial park where its plant is located. Furthermore, SUMCO Technology Corporation participates annually in the Edogawa Clean Campaign, held every May and organized by the Edogawa River Office of the Ministry of Land, Infrastructure, Transport and Tourism and 13 other municipalities around Noda City, as a member of the Southern Plant Liaison Council. The activities include collecting discarded cans and bottles, etc. and performing cleanup activities on the riverbed, embankments and side ditches along the Edogawa River.

At High-Purity Silicon Corporation, the Suzuka Manufacturing Division located in the Amana area of Suzuka City participates in the annual community beautification activity "Clean Town Amana" held every June. In 2025, 33 employees participated.

SUMCO Taiwan Technology Corporation conducted a coastal cleanup activity at Hsinchu City Kanhai Park under the guidance of the Hsinchu City Government Environmental Protection Bureau in November 2025. SUMCO Phoenix Corporation (USA) regularly conducts community cleaning activities called "Litter Patrol." Litter Patrol is an initiative that employees voluntarily conduct patrols around the factory premises and collect trash, with many employees participating each time.



Forest creation activities in Azusayama



Donation ceremony to the horseshoe crab conservation organization (2022)



International Coastal Cleanup at Taiwan



Cleanup activities in the U.S. (Litter Patrol)

Greening Initiatives



At the Chitose Plant, in June each year, we enter the "Flower-Filled Contest" hosted by Chitose City's greening promotion foundation (Chitose Environment and Greenery Foundation) and plant colorful flowers in the green belt on roads around the plant, aiming environmental beautification.

SUMCO TECHXIV Corporation's Miyazaki Plant participates every year in the "Tsubaki Community Festival," a community event held at Tsubakiyama Forest Park in February. The Festival provides local residents with opportunities to appreciate the beauty of the forest park. In addition, through the distribution of flower seedlings, the Festival has local residents cherish plants, and renew their awareness of the importance of environmental conservation.

At the SUMCO Support Corporation*, we conduct "Flower Project" activities, including the voluntary creation of flower beds and the planting of flower seedlings grown from seeds, at our Kyushu Factory and the SUMCO Nursery School Imari. These efforts bring joy to visitors, employees in the surrounding areas of the company, and nursery school children.

* SUMCO Support Corporation is a special subsidiary company of SUMCO that was established with the purpose of employing persons with disabilities.

High-Purity Silicon Corporation conducts a volunteer activity called the "Flower Planting Team" every May, where the local community and companies, including our own, collaborate to clean and plant flowers along the Shiohama Kaido (street), which serves as a commuting route for the surrounding businesses, including ours.



Greening promotion activities at the Chitose Plant



Participation in the "Tsubaki Community Festival" by SUMCO TECHXIV Corporation's Miyazaki Plant



"Flower Project" activities by SUMCO Support Corporation

Participation in Emergency Drills at Welfare Institutions



At the Nagasaki Plant of SUMCO TECHXIV Corporation, we have organized an external rescue team, and joint rescue drills under the guidance of members of the Omura Fire Department are conducted to prepare the team for fire disasters at nearby welfare institutions.

Collaboration with Special Needs Schools



Since 2023, SUMCO Support Corporation has been registered as a Saga Prefectural Special Needs School Employment Supporter Company, regularly hosting workplace tours for students and accepting work experience training. In 2025, the company accepted five interns. In September 2025, we also provided first-year students from Imari Special Needs School with an opportunity to tour our facilities as part of their workplace learning program. We will continue to expand our collaboration and cooperation with special needs schools, aiming to further enhance employment support.



Work experience training

Educational Activities in Local Communities



In regions where SUMCO operates production sites, we engage with universities, technical colleges, and other educational institutions by offering guest lectures and plant tours. As of the end of 2025, we have also donated exhibits of silicon single crystals and silicon wafers to a total of seven such institutions, providing students with opportunities to learn about the manufacturing technologies of silicon wafers, the most essential foundational material in semiconductors.

At the Nagasaki Plant of SUMCO TECHXIV Corporation as well, we have maintained relationships with local high schools and universities since the establishment of the plant. In response to requests from educational institutions, we conduct lectures on semiconductors and offer plant tours, and we also donate exhibits of silicon single crystals and silicon wafers. In fiscal year 2025, we conducted four semiconductor lectures and four plant tours.

At the Miyazaki Plant of SUMCO TECHXIV Corporation, we conducted a special outreach class at a local technical high school in September 2025. During the class, we spoke directly to students about the physical properties of silicon, a base material for semiconductors, and its manufacturing process, providing them with an opportunity to deepen their understanding of semiconductors. Each year, PT. SUMCO Indonesia works with local high schools to operate apprenticeship programs that run for approximately 3 months. These programs allow students to experience the company's workplace, providing them with an opportunity for exploration toward the development of their future careers.



Special Outreach Class by SUMCO TECHXIV Corporation's Miyazaki Plant



Apprenticeship Program

Participation and Sponsorship of Sports Events

SUMCO participates in and sponsors local sports events. The SUMCO Kyushu Factory co-sponsors the IMARI HALF-MARATHON every year.

In the 2026 event, approximately 3,000 participants from around Japan entered and ran through the early spring Imari Road.

Additionally, the SUMCO Imari Road Relay Race Team from the Kyushu Factory took part in the 78th Tozai Matsuura Relay Race Competition (sponsored by Saga Shimbun Co., Ltd.) held on January 25, 2026, and won their 17th title, first in two years with a new event record. The team

narrowly missed achieving a second consecutive victory and finished in second place. This Tozai Matsuura Relay Race Competition is an event with a long tradition that contributes to the revitalization of the region by attracting numerous teams from the local community and workplaces.

The Nagasaki Plant of SUMCO TECHXIV Corporation also actively sponsors the organization and operation of local sports events.

Kenta Okawachi, a member of the SUMCO track and field team at the Kyushu Factory, set a new Japanese record in the men's 800m race for athletes with intellectual disabilities at the 80th Kyushu Athletics Championships held in August 2025. In addition, at the Dubai 2025 Asian Youth Para Games held in December, 2025, he won both the 400m and 1500m races.

The six-player softball team from SUMCO Technology Corporation participated in the 3rd Six-Player Softball Tournament, hosted by the Softball Association of Noda City, which has declared itself a City of Well-being, Sports, and Culture. The team finished third in the General Division. This tournament is an event where local junior high school students, community members, seniors, universities, and companies collaborate to contribute to regional exchange through sports.



Kenta Okawachi, a member of the SUMCO track and field team at the Kyushu Factory

Activities with Non-Profit Organizations, etc.

SUMCO donates total amount of 610,000 yen to Seacare and the Japan Heart Foundation, in support of the work done by these NPOs. Furthermore, we also donate to other organizations such as the Little Women Project, in support of their activities.

SUMCO's Chitose Plant has entered into "Collaboration Agreement on Promotion of Cancer Prevention Awareness" with Chitose City, aimed at promoting awareness and outreach efforts regarding cancer screening encouragement and cancer prevention. We remain committed to collaborating to advance these activities.

SUMCO Phoenix Corporation (USA) donated to "Arizona Gakuen School," which supports Japanese language education for the children of expatriates working for Japanese companies expanding into Arizona. The donation was used to cover the operational costs of school events. In addition, the company donated to the Japanese Friendship Garden of Phoenix "Rohoen" in Arizona. The donation was used to cover the operational costs of events that offer opportunities to experience Japanese culture. The company also conducted a Food Drive activity to collect food donations for people in need of food assistance in the Phoenix area of Arizona, and delivered the collected food to local support organizations. SUMCO Europe Sales Plc contributes to the local community through participation in and donations to local charity organizational activities. In 2025, the company participated in the activities of the non-profit organization "Refugee Network International," which provides food, clothing, and other essential supplies to people living on the streets of London. To support its activities, the company also donated £3,000. In fiscal year 2025, these activities via OnHand resulted in the planting of 65 trees. Furthermore, the company offset approximately 100,000 kg of CO₂ emissions generated by business travel through the activities of the non-profit organization "Atmosfair," which provides funding for various projects aimed at reducing and removing CO₂ emissions worldwide.



Moon-viewing event at "Rohoen" in Phoenix, Arizona, USA



Charitable activities in the UK

Contribution to Society through R&D Activities

SUMCO is a leading supplier of high-quality silicon wafers for power semiconductors, contributing to reducing emissions of CO₂, which is GHG. We are actively engaged in joint research with Kyushu Institute of Technology, renowned for its research in power semiconductors, as well as industry-government-academia collaboration projects focusing on power semiconductors and other projects, while utilizing the results and knowledge gained through these activities to advance the quality improvement of wafers.

Regional Revitalization and Community Support Activities

Each year at the Uesugi Snow Lantern Festival, a famous winter festival that takes place in Yonezawa, SUMCO's Yonezawa Plant produces snow lanterns, a winter tradition in Yonezawa, in an effort to vitalize the local area.

In order to bring excitement to local events as a company that has established business sites in Imari City, SUMCO's Kyushu Factory participates yearly in the Imari Autumn Festival - Imari Dance in All, and collaborates with other activities, as a means of contributing to local revitalization.

Additionally, SUMCO's JSQ Division supports activities of the "Barajima Kanto Group," which is located in Barajima, Akita, and in which a SUMCO employee serves as an officer.

High-Purity Silicon Corporation collaborated with neighboring companies and the local residents' association to organize a Tateboshi event, where parents and children experienced the traditional fishing method known as Tateboshi. The company deepened its interaction with participating local residents. PT. SUMCO Indonesia participates in the Religious Activity Program during Eid al-Adha Holiday* every year and provides food assistance to the neighboring indigent, deepening its interaction with local residents around the plant. The company also actively engages in local contribution activities such as support activities for orphans every year.

In addition, the company made donations to support industrial park-led relief activities aimed at recovery and assistance for areas affected by flooding that occurred on Sumatra Island in November and December 2025.

* Islamic holidays



Producing snow lanterns at the Uesugi Snow Lantern Festival



Participates in an annual event, the "Imari Autumn Festival-Imari Dance in All"



Performance by the JSQ Division



Tateboshi event by High-Purity Silicon Corporation



Food assistance activities by PT. SUMCO Indonesia



Donation presentation to the local community by PT. SUMCO Indonesia

► To ESG-oriented Investors

Social Data (personnel)

Number of Employees

Item		Value	Segment	Remarks
Employee	Total workforce	9,714	Consolidated	As of Dec. 31, 2025
	Men	8,655	Consolidated	
	Women	1,059	Consolidated	
	Percentage of women employees	10.9%	Consolidated	
Number of senior management	Total Number	966	Consolidated	As of Dec. 31, 2025
	Men	881	Consolidated	
	Women	85	Consolidated	
	Percentage of women in senior management	8.8%	Consolidated	
Number of senior management	Total Number	610	SUMCO*	As of Dec. 31, 2025
	Men	594	SUMCO*	
	Women	16	SUMCO*	
	Percentage of women in senior management	2.6%	SUMCO*	

Item		Value	Segment	Remarks
Number of directors on board	Total directors	13	SUMCO	As of Mar. 31, 2026
	Men	10	SUMCO	
	Women	3	SUMCO	
	Percentage of women directors on the board	23.1%	SUMCO	
Newly Hired Employees	Total Number	114	SUMCO	As of 2025
	Men	84	SUMCO	
	Women	30	SUMCO	
	Percentage of women employees in new hires	26.3%	SUMCO	
Average years employed	Men	14.5	SUMCO	
	Women	10.2	SUMCO	
	Difference in average	4.3 years	SUMCO	

* Total figures include the number of Sumco employees assigned to other companies and exclude secondees to Sumco Corporation from other companies

► To ESG-oriented Investors

Data

Site Data (2025 results)

117

Site Data (2025 results)

2025 data on the acquisition status of ISO 14001 certification for the SUMCO Group's business sites/plants and regulated substances discharged from each site/plant to the surrounding air and water.

Kyushu Factory (Nagahama)/Kyushu Factory (Kubara)/Kyushu Factory (Saga)

Name of business site/plant		Kyushu Factory (Nagahama)	Kyushu Factory (Kubara)	Kyushu Factory (Saga)
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001:2015 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Registration Date	January 11, 1999	January 11, 1999	January 11, 1999
	Expiration Date	January 10, 2029	January 10, 2029	January 10, 2029

Air		Measurement results maximum value (regulation value)		
Nitrogen oxides (NOx)	ppm	Boiler 85 (150)	Boiler 52 (150)	/
Sulfur oxides (SOx)	m ³ N/h	Boiler ND (0.44-0.85)	Boiler ND (1.15)	/
Soot and dust	g/m ³ N	/	/	/

Water		Regulation value	Measurement result (Maximum value)	Regulation value	Measurement result (Maximum value)	Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)*1)	mg/ℓ	/	/	/	/	20	3
Chemical oxygen demand (COD)*2)	mg/ℓ	30	13	30	5	/	/
Suspended solids (SS)	mg/ℓ	30	13	30	10	50	7
N-hexane extract	mg/ℓ	5	ND	5	ND	3	ND
Iodine consumption	mg/ℓ	/	/	/	/	/	/
Fluorine and its compounds	mg/ℓ	8	3	8	3	3	1
Ammoniac nitrogen	mg/ℓ	80	13	80	13	100	3
Nitrate nitrogen	mg/ℓ						
Nitrite-nitrogen	mg/ℓ						
Nitrogen content (T-N)	mg/ℓ	120	30	120	18	120	5
Chromium content (T-Cr)	mg/ℓ	0.2	ND	0.2	ND	0.2	ND
Phosphorus content (T-P)	mg/ℓ	12	0.2	12	0.1	16	0.4
Arsenic	mg/ℓ	0.05	ND	0.05	ND	0.1	ND
Trichloroethylene	mg/ℓ	0.1	ND	0.1	ND	0.1	ND

*1 In case of discharging treated wastewater into the river, the drainage restriction of biological oxygen demand (BOD) applies.

*2 In case of discharging treated wastewater into the sea, the drainage restriction of chemical oxygen demand (COD) applies.

* Numbers list the maximum annual figures.

"/" denotes non-applicability

"-" denotes an unmeasured item as the regulated substance is not used.

"ND" denotes non-detection

Noda Office/Yonezawa Plant

Name of business site/plant		Noda Office	Yonezawa Plant
Scope of business		Manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots
Status of acquisition of ISO 14001:2015 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Registration Date	January 11, 1999	January 11, 1999
	Expiration Date	January 10, 2029	January 10, 2029

Air		Measurement results maximum value (regulation value)	
Nitrogen oxides (NOx)	ppm	Boiler 59 (218)	/
Sulfur oxides (SOx)	m ³ N/h	Boiler 0.03 (0.32)	/
Soot and dust	g/m ³ N	Boiler 0.005 (0.3)	/

Water		Regulation value	Measurement result (Maximum value)	Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)	mg/ℓ	25	12	600	22
Chemical oxygen demand (COD)	mg/ℓ	25*1	10	/	/
Suspended solids (SS)	mg/ℓ	50	36	600	52
N-hexane extract	mg/ℓ	3	ND	5	1
Iodine consumption	mg/ℓ	/	/	220	4
Fluorine and its compounds	mg/ℓ	8	4	8*2	3
Ammoniac nitrogen	mg/ℓ	100	6	380	235
Nitrate nitrogen	mg/ℓ				
Nitrite-nitrogen	mg/ℓ				
Nitrogen content (T-N)	mg/ℓ	30	12	/	/
Chromium content (T-Cr)	mg/ℓ	1	ND	2	ND
Phosphorus content (T-P)	mg/ℓ	2	0.3	/	/
Arsenic	mg/ℓ	0.05	ND	0.1	ND
Trichloroethylene	mg/ℓ	0.1	ND	/	/

*1 At the Noda office, since Tokyo Bay pollutant load restrictions apply, it is also subject to chemical oxygen demand (COD) restrictions.

*2 At the Yonezawa Plant, treated wastewater is discharged into public sewerage systems and is thus subject to the Sewerage Act. (Destination of treated waste water outflowing from sewerage treatment site: river) Accordingly, the regulation value for fluoridation compound is 8 mg/ℓ.

Chitose Plant/JSQ Division

Name of business site/plant		Chitose Plant	JSQ Division
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of quartz crucibles
Status of acquisition of ISO 14001:2015 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Registration Date	January 11, 1999	January 11, 1999
	Expiration Date	January 10, 2029	January 10, 2029

Air		Measurement results maximum value (regulation value)	
Nitrogen oxides (NOx)	ppm	/	/
Sulfur oxides (SOx)	m ³ N/h	/	/
Soot and dust	g/m ³ N	/	Firing furnace ND (0.2)

Water		Regulation value	Measurement result (Maximum value)	Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)	mg/ℓ	600	2	120	13
Chemical oxygen demand (COD)	mg/ℓ	/	/	/	/
Suspended solids (SS)	mg/ℓ	600	4	150	17
N-hexane extract	mg/ℓ	5	ND	5	ND
Iodine consumption	mg/ℓ	/	/	/	/
Fluorine and its compounds	mg/ℓ	8*	3	8	1
Ammoniac nitrogen	mg/ℓ	/	/	100	5
Nitrate nitrogen	mg/ℓ				
Nitrite-nitrogen	mg/ℓ				
Nitrogen content (T-N)	mg/ℓ	/	/	60	6
Chromium content (T-Cr)	mg/ℓ	2	ND	2	ND
Phosphorus content (T-P)	mg/ℓ	/	/	8	0.3
Arsenic	mg/ℓ	/	/	0.1	ND
Trichloroethylene	mg/ℓ	/	/	0.1	ND

* At the Chitose Plant, treated wastewater is discharged into public sewerage systems and is thus subject to the Sewerage Act. (Destination of treated wastewater out flowing from sewerage treatment site: river) Accordingly, the regulation value for fluoridation compound is 8 mg/ℓ.

SUMCO TECHXIV Corporation Nagasaki Plant/SUMCO TECHXIV Corporation Miyazaki Plant

Name of business site/plant		SUMCO TECHXIV Corporation (STC) Nagasaki Plant	SUMCO TECHXIV Corporation (STC) Miyazaki Plant
Scope of business		Design, development and manufacture of monocrystalline silicon ingots and silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001:2015 certification	Examining organization	Japan Quality Assurance Organization	Japan Quality Assurance Organization
	Registration Date	January 11, 1999	January 11, 1999
	Expiration Date	January 10, 2029	January 10, 2029

Air		Measurement results maximum value (regulation value)	
Nitrogen oxides (NOx)	ppm	Boiler 100 (180)	Boiler 68 (150)
Sulfur oxides (SOx)	m ³ N/h	Boiler ND (0.01)	/
Soot and dust	g/m ³ N	Boiler ND (0.03)	Boiler - *2

Water		Regulation value	Measurement result (maximum value)	Regulation value	Measurement result (maximum value)
Biological oxygen demand (BOD)	mg/ℓ	600	40	25	6
Chemical oxygen demand (COD)	mg/ℓ	/	/	/	/
Suspended solids (SS)	mg/ℓ	600	18	30	ND
N-hexane extract	mg/ℓ	5	ND	5	ND
Iodine consumption	mg/ℓ	220	ND	/	/
Fluorine and its compounds	mg/ℓ	15*1	10	8	1
Ammoniac nitrogen	mg/ℓ	100	ND	100	2
Nitrate nitrogen	mg/ℓ				
Nitrite-nitrogen	mg/ℓ				
Nitrogen content (T-N)	mg/ℓ	240	81	120	3
Chromium content (T-Cr)	mg/ℓ	2	ND	2	ND
Phosphorus content (T-P)	mg/ℓ	32	0.2	16	0.1
Arsenic	mg/ℓ	0.1	0.001	0.1	ND
Trichloroethylene	mg/ℓ	0.3	ND	0.1	ND

*1 At STC Nagasaki plant, treated wastewater is discharged into public sewerage systems and is thus subject to the Sewerage Act. (Destination of treated wastewater outflowing from sewerage treatment site: the sea) Accordingly, the regulation value for fluoridation compound is 15 mg/ℓ.

*2 Since this is a gas-only boiler, the measurement frequency is "at least once every 5 years." (Next: 2028)

High-Purity Silicon Corporation (HSJ) Yokkaichi Plant/High-Purity Silicon Corporation (HSJ) Suzuka Plant

Name of business site/plant		High-Purity Silicon Corporation (HSJ) Yokkaichi	High-Purity Silicon Corporation (HSJ) Suzuka
Scope of business		Manufacture and sale of polycrystalline silicon for semiconductors and high-purity chlorosilanes	Manufacture and sale of polycrystalline silicon for semiconductors and high-purity chlorosilanes
Status of acquisition of ISO 14001:2015 certification	Examining organization	Bureau Veritas Japan Co., Ltd.	Bureau Veritas Japan Co., Ltd.
	Registration Date	May 21, 2001	May 21, 2001
	Expiration Date	November 21, 2027	November 21, 2027

Air		Measurement results maximum value (regulation value)	
Nitrogen oxides (NOx)	ppm	Boiler 42 (120)	/
Sulfur oxides (SOx)	m ³ N/h	/	/
Soot and dust	g/m ³ N	Boiler - (0.05)	/

Water		Regulation value	Measurement result	Regulation value	Measurement result
Biological oxygen demand (BOD)	mg/ℓ	/	/	25	2
Chemical oxygen demand (COD)	mg/ℓ	130	49	/	/
Suspended solids (SS)	mg/ℓ	180	18	90	3
N-hexane extract_Mineral oil	mg/ℓ	5	ND	5	ND
Iodine consumption	mg/ℓ	/	/	/	/
Fluorine and its compounds	mg/ℓ	12	3.6	8	1.9
Ammoniac nitrogen	mg/ℓ	80	16	100	4
Nitrate nitrogen	mg/ℓ				
Nitrite-nitrogen	mg/ℓ				
Nitrogen content (T-N)	mg/ℓ	80	68	120	5
Chromium content (T-Cr)	mg/ℓ	/	/	/	/
Phosphorus content (T-P)	mg/ℓ	4	0.2	/	/
Arsenic	mg/ℓ	/	/	/	/
Trichloroethylene	mg/ℓ	0.1	ND	/	/

SUMCO Phoenix Corporation Albuquerque Plant/SUMCO Phoenix Corporation Phoenix Plant

Name of business site/plant		SUMCO Phoenix Corporation (SPX) Albuquerque Plant	SUMCO Phoenix Corporation (SPX) Phoenix Plant
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001:2015 certification	Examining organization	DNV	DNV
	Registration Date	June 19, 2000	June 19, 2000
	Expiration Date	June 27, 2027	June 27, 2027

Air		Measurement results maximum value (regulation value)	
Nitrogen oxides (NOx)	ton/y	0.36 (9.21)	1.00 (24.7)
Sulfur oxides (SOx)	ton/y	0.002 (0.35)	0.15 (1.25)
PM10 (Particulate Matter)	ton/y	0.018 (0.68)	0.06 (2.5)

Water		Regulation value	Measurement result*	Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)	mg/ℓ	/	/	/	/
Chemical oxygen demand (COD)	mg/ℓ	/	/	/	/
Arsenic	mg/ℓ	/	/	0.13	0.015
Cadmium	mg/ℓ	/	/	/	/
Copper	mg/ℓ	/	/	/	/
Cyanide	mg/ℓ	/	/	/	/
Fluorine and its compounds	mg/ℓ	/	/	/	/
Lead	mg/ℓ	/	/	/	/
Mercury	mg/ℓ	/	/	/	/
Molybdenum	mg/ℓ	/	/	/	/
Selenium	mg/ℓ	/	/	/	/
Silver	mg/ℓ	/	/	/	/
Zinc	mg/ℓ	/	/	/	/
Suspended solids (SS)	mg/ℓ	/	/	/	/

* At the Albuquerque Plant, only pH and water flow rate measurements are required, and the City of Albuquerque periodically takes wastewater measurements.

PT. SUMCO Indonesia, FORMOSA SUMCO TECHNOLOGY CORPORATION

Name of business site/plant		PT. SUMCO Indonesia	FORMOSA SUMCO TECHNOLOGY CORPORATION
Scope of business		Design, development and manufacture of silicon wafers	Design, development and manufacture of monocrystalline silicon ingots and silicon wafers
Status of acquisition of ISO 14001:2015 certification	Examining organization	BUREAU VERITAS	Lloyd's Register
	Registration Date	April 22, 2005	May 13, 2019
	Expiration Date	April 22, 2029	May 12, 2028

Air	Indonesia	FORMOSA SUMCO TECHNOLOGY	Measurement results maximum value (regulation value)	Measurement results maximum value (regulation value)
Nitrogen oxides (NOx)	mg/m3	ton/y	15.5 (400)	4.61 (40.5)
Sulfur oxides (SOx)	mg/m3	ton/y	ND (900)	/
PM10 (Particulate Matter)	mg/m3	ton/y	117 (230)	0.34 (1.82)

Water		Regulation value	Measurement result (Maximum value)	Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)	mg/l	200	44	/	/
Chemical oxygen demand (COD)	mg/l	400	146	100	ND
Arsenic	mg/l	0.2	ND	0.35	ND
Cadmium	mg/l	0.1	ND	0.02	ND
Copper	mg/l	4	0.04	1.5	0.01
Cyanide	mg/l	0.1	ND	1	ND
Fluorine and its compounds	mg/l	4	3.0	15	4.7
Lead	mg/l	0.2	ND	0.5	ND
Mercury	mg/l	0.004	ND	0.01	ND
Molybdenum	mg/l	/	/	0.6	0.010
Selenium	mg/l	/	/	/	/
Silver	mg/l	/	/	/	/
Zinc	mg/l	10	0.12	3.5	0.10
Suspended solids (SS)	mg/l	400	11.8	30	3.0

* At PT.SUMCO Indonesia, wastewater is drained to the sewerage.

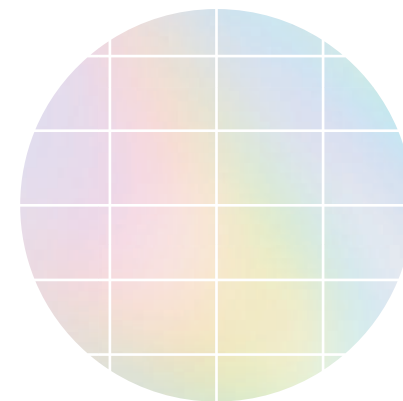
* At FORMOSA SUMCO TECHNOLOGY CORPORATION, wastewater is drained into the ocean.

High-Purity Silicon America Corporation

Name of business site/plant		High-Purity Silicon America Corporation (HSA)
Scope of business		Manufacture and sale of polycrystalline silicon for semiconductors and high-purity chlorosilanes
Status of acquisition of ISO 14001:2015 certification	Examining organization	Intertek
	Registration Date	October 23, 2003
	Expiration Date	September 12, 2027

Air		Measurement results maximum value (regulation value)
Nitrogen oxides (NOx)	ton/y	6.44 (97)
Sulfur oxides (SOx)	ton/y	/
PM10 (Particulate Matter)	ton/y	/

Water		Regulation value	Measurement result (Maximum value)
Biological oxygen demand (BOD)	mg/ℓ	280	8.8
Chemical oxygen demand (COD)	mg/ℓ	/	/
Arsenic	mg/ℓ	/	/
Cadmium	mg/ℓ	0.005	ND
Copper	mg/ℓ	1.3	ND
Cyanide	mg/ℓ	0.2	ND
Fluorine and its compounds	mg/ℓ	4	ND
Lead	mg/ℓ	0.002	ND
Mercury	mg/ℓ	0.002	ND
Molybdenum	mg/ℓ	/	/
Selenium	mg/ℓ	0.05	ND
Silver	mg/ℓ	/	/
Zinc	mg/ℓ	1.6	0.3
Suspended solids (SS)	mg/ℓ	250	76



SUMCO Corporation

Inquiries

Legal & CSR Office, General Affairs Department
Seavans North, 1-2-1 Shibaura, Minato-ku, Tokyo 105-8634
E-mail: sumco-csr@sumcosi.com

