

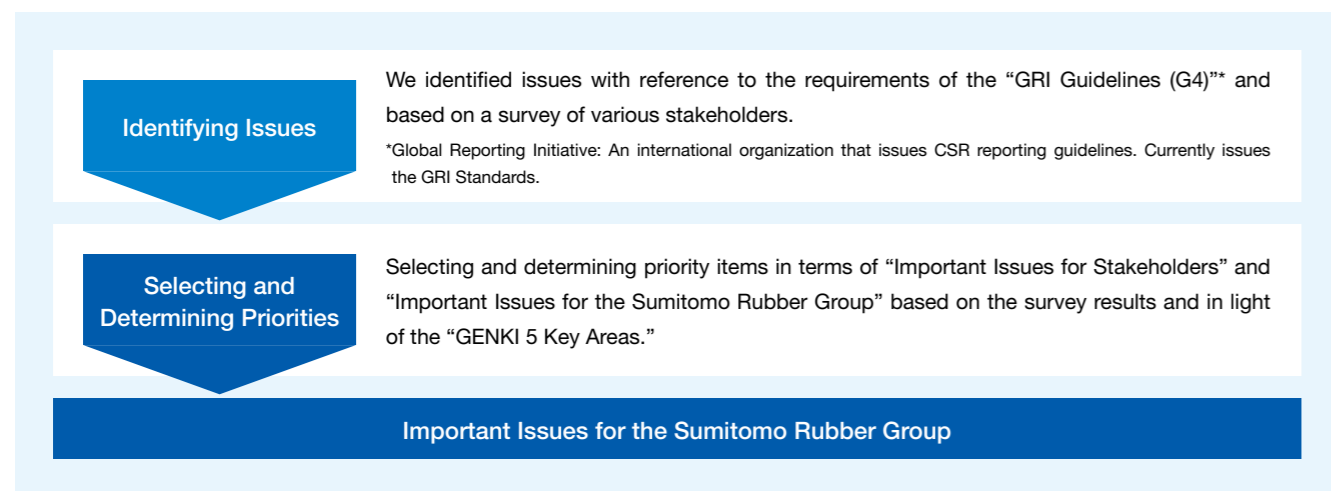
## Identifying Priority Issues to Be Addressed under “GENKI” Sustainability Activity Guidelines

The Sumitomo Rubber Group has identified priority issues that must be addressed in the interests of both our various stakeholders and ourselves. We address such issues based on a framework defined under our unique “GENKI” Sustainability Activity Guidelines.

Our “GENKI” activities date back to 1988, when employee volunteers first launched community contribution projects to help realize a society in which everyone can thrive. Such activities continue into the present day.

The “GENKI” Sustainability Activity Guidelines originated from the CSR Guidelines we established in 2008. Since then, we have continuously upgraded these guidelines so that we can keep on helping to energize society through our corporate activities.

### Methodologies Used to Identify Priority Issues



### 18 Indicators for Priority Issues Included in the “GENKI” Sustainability Activity Guidelines



## “GENKI” Sustainability Activity Guidelines

The “GENKI” Sustainability Activity Guidelines consist of “G: Governance (Corporate Governance),”<sup>\*\*</sup> “E: Ecology (Ecological Process),” “N: Next (Next-Generation Products & Solutions),” “K: Kindness (A Kind Culture Where Everyone Can Prosper)” and “I: Integrity (Integrity for Society).”

Priority issues have thus been identified and incorporated into our framework for “GENKI” sustainability activities to promote initiatives that address each item. We present an overview and the outcomes of these activities on subsequent pages.

\*To upgrade our group’s approach to ESG management, in 2022, “G” as a component of “GENKI” was redefined from “Green (Green initiatives)” to “Governance (Corporate Governance).” In step with this redefinition, we also modified other items, reorganizing the content of the themes and priority issues.

| ESG      | Relationship between the “GENKI” Sustainability Activity Guidelines and the United Nations Sustainable Development Goals (SDGs) | Relevant Action Plans under “Driving Our Future Challenge 2050”  |
|----------|---|--|
| <b>G</b> | <p><b>Governance</b><br/>Corporate Governance</p> <p>10 16</p>  | <ul style="list-style-type: none"> <li>1 Enhancing corporate governance</li> <li>2 Ensuring thorough compliance</li> <li>3 Promoting dialogue with stakeholders</li> <li>4 Supply chain management</li> </ul> <ul style="list-style-type: none"> <li>Increasing the Diversity of Board Members</li> <li>Improving the Effectiveness of Governance</li> <li>Transparency with Respect to Taxes</li> <li>Actively Seeking Third-Party Assessments (Transparency)</li> <li>Instilling “Our Philosophy”</li> </ul>   |
| <b>E</b> | <p><b>Ecology</b><br/>Ecological Process</p> <p>3 6 7 9 11<br/>12 13 14 15</p>  | <ul style="list-style-type: none"> <li>5 Creating a low-carbon society</li> <li>6 Building a recycling-oriented society</li> <li>7 Promoting environmental footprint management</li> <li>8 Implementing global environmental management</li> <li>9 Helping to curb global warming through tree planting</li> <li>10 Preserving biodiversity</li> </ul> <ul style="list-style-type: none"> <li>Carbon Neutrality (Scope 1, Scope 2)</li> <li>Harnessing the Potential of Hydrogen</li> <li>Increasing Usage Rate of Biomass &amp; Recycled Materials</li> </ul>                     |
|          | <p><b>Next</b><br/>Next-Generation Products &amp; Solutions</p> <p>3 7 9 11 12 13</p>   | <ul style="list-style-type: none"> <li>11 Developing environmentally friendly products</li> <li>12 Pursuing “safety and comfort,” “economy” and “quality”</li> </ul> <ul style="list-style-type: none"> <li>Realizing SMART TYRE CONCEPT</li> <li>Creating an Internal Standard for Sustainable Products</li> </ul>  |
| <b>S</b> | <p><b>Kindness</b><br/>A Kind Culture Where Everyone Can Prosper</p> <p>3 4 5 8 10</p>  | <ul style="list-style-type: none"> <li>13 Fostering human resource development and making work rewarding</li> <li>14 Creating a safe, employee-friendly workplace</li> <li>15 Promoting diversity &amp; inclusion</li> <li>16 Respect for human rights</li> </ul> <ul style="list-style-type: none"> <li>Thoroughgoing Occupational Safety &amp; Health</li> <li>Promoting Healthy Management</li> <li>Developing Leadership</li> <li>Promoting Diversity &amp; Inclusion</li> <li>Promoting Women’s Empowerment</li> <li>Establishing a Human Rights Management System</li> </ul> |
|          | <p><b>Integrity</b><br/>Integrity for Society</p> <p>3 4 5 6 10 11<br/>12 13 14 15 16</p>                                       | <ul style="list-style-type: none"> <li>17 Promoting social contribution activities</li> <li>18 Fostering better relationships with local communities through tree planting</li> </ul> <ul style="list-style-type: none"> <li>Promoting “GENKI” volunteer activities undertaken by employees</li> </ul>   |