



SUMITOMO MITSUI TRUST HOLDINGS



Diversity & Inclusion

The concept of “Diversity & Inclusion” represents the essence of the SuMi TRUST Group’s management principles and business model.

Sumitomo Mitsui Trust Holdings, Inc.
Director, President
Tetsuo Ohkubo



Diversity & Inclusion: Part of the SuMi TRUST Group’s DNA

When the SuMi TRUST Group was launched in 2011, it declared its Mission as a set of management principles. One of the those principles is: “Offer a workplace where the diversity and creativity of its employees are more fully utilized to add value to the organization and where employees can have pride and be highly motivated in fulfilling their missions.” Being the sole trust banking group in Japan, the Group has a unique ability to address the varied needs of its clients. We do this by swiftly and accurately providing total solutions that draw on the creativity of our diverse human resources, as well as our wide-ranging business functions and operations. In that sense, the concept of Diversity & Inclusion—which means creating unique added value through interaction among our diverse employees—exactly symbolizes our DNA.

Amid increasing uncertainty in the domestic and

overseas economic and financial environments, the financial services sector stands at a historical turning point as it confronts a changing social structure stemming from progressive digitalization. Furthermore, Japanese society is ageing and maturing, to the extent that we are entering the “age of the 100-year-life.” In this context, clients’ needs and social issues are expected to become more diverse and complex than ever before.

By leveraging our key strength—the ability to swiftly and accurately provide total solutions—we aim to respond assertively to new needs and issues and thus become a trust banking group selected as “Best Partner” by our clients. We believe that our Diversity & Inclusion initiative is essential to this endeavor, and we will harness our Groupwide strengths accordingly.

Priority Themes

The SuMi TRUST Group is implementing activities under its priority themes while taking into consideration the characteristics of each Group company.



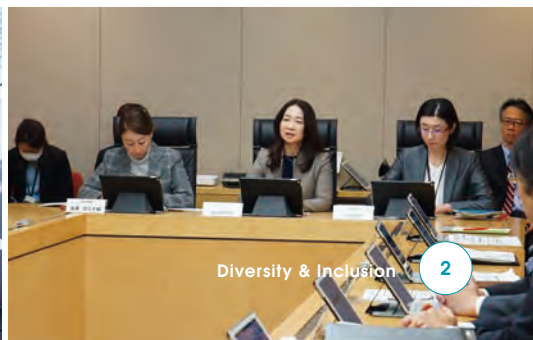
Diversity & Inclusion Promotion System

In October 2016, SuMi TRUST Bank, a core member of the Group, established its Diversity & Inclusion Office (D&I Office), and SuMi Trust Holdings followed suit in October 2017 to step up the initiatives through the entire Group. We also have a Diversity & Inclusion Committee (D&I Committee), consisting of directors in charge of Human Resources

Department, Corporate Planning Department, and IT & Business Process Planning Department. The Committee meets every quarter to discuss matters pertaining to promotion of Diversity & Inclusion.

Guest speakers from various Group companies also participate in the Committee meetings to share their experiences in promoting Diversity & Inclusion.

D&I Committee



**I will support people who shine,
focusing on the future, and leveraging
their unique qualities to create new value.**

Sumitomo Mitsui Trust Bank, Limited
President
Masaru Hashimoto



— Two and a half years have passed since SuMi TRUST Bank established its D&I Office.

From its inception to the present day, SuMi TRUST Bank's most important assets have consistently been its human resources.

Since our founding, we have had history of progress while creating new businesses that reflect the changing needs of clients and society.

Our social structure is currently undergoing major changes, reflected in the rapid evolution of digital technology, a shrinking workforce, and diversification of workstyles and lifestyles. Accordingly, the needs of clients—both individuals and corporations—are expected to become more varied and sophisticated than ever before.

It will be even more important for each and every employee to identify what clients want, and use his or her own brain to determine how to deliver appropriate value in response.

Employees also need to engage in deep discussion with others, irrespective of age or title, about the opinions and ideas they have formed. This is the only way to provide “real value” to clients, shareholders, and other stakeholders and earn their ongoing praise.

Here, we will need to embrace diversity, foster a corporate culture enabling diverse human resources to play an active role, and establish comfortable working environments. Two and a half years have passed since we set up the D&I Office in October 2016. During that time, we have worked on various

measures while listening to the voices of our employees. As a management commitment, we have worked to support employees by offering multiple working arrangements geared to changing times and environments. For example, we introduce a leave system for female employees when their spouses are relocated overseas, which often prompts such employees to quit their jobs. Seeking to change attitudes towards how male employees work, meanwhile, we are targeting a 100% uptake of our parental leave system among our male employees. In order to foster a new corporate culture, management needs to establish appropriate systems and change the mindsets of individual employees.

We understand that broadly entrenching the concept of Diversity & Inclusion will not be easy. During my visits, however, I have noticed how our branches use their own ideas to disseminate Diversity & Inclusion information, so I feel that the concept has taken hold within the company. I would like to continue promoting Diversity & Inclusion at the management level.

— What themes will you focus on in the future?

With respect to my personal values, I want to cherish individual achievements. As stated in my IkuBoss Declaration, I will actively support people who shine by focusing on the future and leveraging their unique qualities to create new value. I will also continue building workplace environments in which all people—male, female, and those with restrictions and handicaps—can work with energy and motivation.

In May 2017, we formulated our Declaration on Work Style Reform in collaboration with SuMi Trust Holdings. Under the Declaration, we will promote workstyle reform and health and productivity management in order to become a company in which all employees can work energetically with a view to the future.

In order to work energetically for a long time, it is important for each employee to feel motivated, work with peace of mind, and maintain physical and mental health. With this in mind, we will continue encouraging employees to take vacation and promoting reductions in overtime work by using artificial intelligence (AI) and robotic process automation (RPA) technologies to enhance business efficiency. We will also create workplace environments in which people with temporary health problems can work with peace of mind while receiving medical treatment.

In encouraging diverse human resources to excel, we will continue emphasizing the advancement of female employees, an area of focus to date. We have many exceptional female employees. To help them fully demonstrate their abilities, we will work to increase their options for flexible working styles and places. As a company, we will also actively

provide experiential opportunities that will lead to their development and growth.

Furthermore, we hope to increase opportunities for employees to practice inclusion ahead of diversity. In fiscal 2018, we held our Future Creation Festival, a project enabling employees to propose new business and new work ideas. The project attracted more than 200 applications from various segments, including young and mid-level employees, financial consultants, and associates. I believe that this approach—in which various employees consider the future of our company, draw on knowledge gained from their respective experiences and positions, and make unprecedented new proposals—is a form of inclusion.

In order to be selected as “Best Partner” by our clients, it is crucial that we closely monitor their needs. Given the changing times and economic environment, however, the required solutions will also change. Becoming a company that continues to provide optimal solutions to its clients requires a decision-making process that considers diverse opinions and ideas. We would like to establish an effective in-house framework ensuring that such opinions and ideas are reflected in our new business models.

External evaluation of efforts to promote Diversity & Inclusion and reform workstyles

We receive external evaluations of our steady ongoing efforts to promote Diversity & Inclusion and reform workstyles.

Sumitomo Mitsui Trust Holdings, Inc.



March, 2019
Selected as Semi-Nadeshiko Brand by Ministry of Economy, Trade and Industry (METI) and Tokyo Stock Exchange (TSE)



2019
健康経営優良法人
Health and productivity
ホワイト500
February, 2019
Selected by METI and Nippon Kenko Kaigi as “Certified Health and Productivity Management Organization (White 500)” for second consecutive year



January, 2019
Selected by Bloomberg for inclusion in 2019 Bloomberg Gender-Equality Index (GEI)

Sumitomo Mitsui Trust Bank, Limited



March, 2019
Selected by METI among winners of New Diversity Management Selection 100 project



February, 2019
Obtained “Platinum Kurumin” certification from Ministry of Health, Labour and Welfare



October, 2018
Received Gold rating in PRIDE INDEX, operated by “work with Pride” (wwP)

Promotion of the Active Participation of Women

We actively offer growth opportunities for female employees to take the initiative in planning their careers over the medium- to long-term.

Status of Female Employees in Management Positions

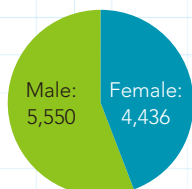
SuMi TRUST Bank has set a voluntary target of placing 300 women in management positions at the level of head of section or above by March 31, 2020. As of February 1, 2019, 284 women are in such positions.

Number of Female Employees in Management Positions

	February, 2019
Level of executive officer	2
Level of general manager	21
Level of section manager	261
Level of assistant manager	1,149

(As of February 1, 2019)

Ratio of Female Employees*



* Ratio of indefinite-term employees (employees in career formation courses) (As of February 1, 2019)

Review of New Supervisor Training Curriculum

SuMi TRUST Bank provides training with the goal of having employees take the initiative in career formation and network building. The training takes place at three stages—shortly before promotion to the level of assistant manager, upon promotion to the level of assistant manager, and shortly before promotion to the level of section manager—and provides A-course employees who are hired as non-transferable employees with the opportunity to consider their careers at these stages. In fiscal 2018, we partially reviewed the training curriculum implemented upon promotion to the position of supervisors, which corresponds to the level of assistant manager. We also added a group discussion program covering two themes: “What does the advancement of women mean?” and “What is necessary for women’s advancement to become commonplace?” It was an opportunity for employees earmarked for appointment to section manager level and above to once again consider their futures through the themes.

As part of the training, President Hashimoto of SuMi TRUST Bank gave a lecture, in which he conveyed his expectations to participants. He said, “I want you to understand the importance of embracing a managerial perspective from an early stage of your career, and to actively engage in reforming our business model.”



Exchange Meetings with Other Companies

We hold exchange meetings with female employees of other companies in order to broaden their perspectives and create external networks. In a new initiative, we held three exchange meetings with our partner life insurance companies in fiscal 2018. After receiving lectures on careers and talks from our executives about how to deal with work and life, in the final session all participants considered their personal aspirations and declared their fiscal 2019 goals aimed at realizing those aspirations. It was a meaningful forum enabling employees to envisage their future careers.



A lecture by Kengo Noguchi, Executive Officer



Impressions of new supervisor training participants

- The curriculum included things I would not have time to learn in my daily work, so it was very meaningful.
- It was interesting to hear that various ideas, emanating from efforts to promote managerial diversity, are reflected in decision-making.
- I felt the seriousness of the company and its expectations of us, given that the president visited and gave us a direct message. I would like to adopt a mindset and behavior based on a management standpoint.
- In addition to hearing about the Bank’s management principles, management strategy, and policy from the president, I was grateful to hear directly and in detail about mindset reforms for individual employees and the expectations and roles of female employees.



Dialogue with Executive Officers

Executive officers of SuMi TRUST Bank actively engage in initiatives related to the advancement of female employees.

In addition to regular seminars for female employees, executive officers hold seminars that welcome all employees to participate irrespective of gender or age.

PickUp

Executive officers' approach to employee development

⇒ Seminars for young to mid-level female employees



Toru Takakura, Director, Senior Managing Executive Officer

⇒ Round-table discussions with young female employees



Yoshiaki Koshimura, Director, Senior Managing Executive Officer

⇒ Lectures for female employees who have participated in various exchange forums in Kansai District



Toshiya Nishino, Senior Managing Executive Officer

⇒ Optional seminars for employees in positions of responsibility irrespective of gender or age



Futoshi Itani, Managing Executive Officer

* Job titles valid as of March 2019

Lecture on Diversity & Inclusion at Executive Officer Meeting

Ms. Hiroko Kawamoto, External Director of SuMi Trust Holdings (formerly Executive Vice President, Member of the Board of All Nippon Airways Co., Ltd. and currently Executive Vice President and COO of ANA Strategic Research Institute Co., Ltd.) gave a lecture entitled "Let's Think Diversity" at an executive officer meeting where officers in positions of executive officer and above, corporate auditors, external directors, and external auditors attended. The many attendees listened intently as Ms. Kawamoto described the latest social trends related to the United Nations' Sustainable Development Goals (SDGs) and women's career advancement initiatives. She also spoke about mechanisms and mindsets for fostering Diversity & Inclusion, as well as her own experiences when working at All Nippon Airways and that company's initiatives.



Building Pipelines for Appointing Female Employees to Managerial Positions

In order to visualize rotations and training models aimed at appointing female employees to managerial positions, and thus provide better-planned training for them, each of our businesses is taking the lead in formulating pipeline models for fostering female employees. These efforts are aimed at producing stable managerial positions by expanding options for women's advancement, creating new opportunities, and providing training tailored to the characteristics and circumstances of each business. In addition, the managers of business supervision departments directly interact with female employees in order to understand their anxieties about being appointed to managerial positions and offer the necessary support that will lead to improvements. The opportunities are also provided for female employees within the business to interact with each other, thus increasing motivation to broaden their horizons.

PickUp

Real estate business initiatives

In the Real Estate Business, young to mid-level A-course employees who belong to different bases and departments were divided into two groups and produced videos to introduce the operations of the business. In addition to fostering exchange between employees who normally have no business contact with each other, this provided an opportunity to deepen employees' understanding of the overall business and broaden their image of future career paths. The manager in charge of Real Estate Business attended the preview meeting for those videos and commented on the initiatives.



Supporting Work-life Balance

We are working to improve workplace environments to realize diverse work styles and a good work-life balance, so that employees with some limitations can also continue to work and thrive.

Ikuboss Management Promotion Initiatives

Ikuboss lectures implemented in the meetings attended by deputy general managers from around the nation

In November 2017, President Ohkubo of SuMi TRUST Holdings joined the IkuBoss Corporate Alliance, led by NPO Fathering Japan (FJ), thus clarifying his policy of promoting Ikuboss in the SuMi TRUST Group. The goal of Ikuboss is to be a boss (manager) who supports the private lives and careers of subordinates while enjoying a good work-life balance himself/herself, while also embracing a strong sense of responsibility for achieving the goals of the organization (profits, for example) and a commitment to foster subordinates, the next generation, and society in general.

In its efforts to promote Ikuboss management, SuMi TRUST Bank held Ikuboss lectures, with presentations by Takayuki Kawashima, Director of Fathering Japan, as part of section manager-level training. More recently, we held an Ikuboss lecture inviting Mr. Kawashima in a human resource managers' meeting attended by deputy general manager-level employees of branches, reflecting our effort to further spread Ikuboss management throughout the Bank. Going forward, we will establish frameworks under which middle managers and branch managers will work together to promote Ikuboss management.

PickUp

IkuBoss Declaration

Following the first IkuBoss Declaration by President Hashimoto, a number of people made their own IkuBoss Declaration in fiscal 2018. Notable among them were the officer in charge of SuMi TRUST Bank's Human Resources Department, who chairs the D&I Committee, as well as business supervision department managers, who are the members of the Committee.

Sharing IkuBoss declarations with employees

IkuBoss declarations are posted on the Bank's intranet. Here, employees post photos of themselves holding their written declarations and share the thoughts and contexts behind each declaration.



Promoting the Uptake of "Refresh Leave" and Paid Leave

SuMi TRUST Bank engages in work style reforms aimed at achieving diverse work styles and a healthy work-life balance. These include encouraging employees to take paid leave. In the past, the status of vacation uptake has been inconsistent, with those employees in management and core operations finding it more difficult to take vacation. With this in mind, we are working to improve companywide awareness about taking vacation, by encouraging personnel in charge of human

resources at branches to work on the promotion of vacation uptake and distributing news to employees. Our aim here is for all employees to take paid leave, including "refresh leave," in a planned manner.

Average number of paid leave days taken by career-course employees and full-time associates*

FY2016	FY2017
15.2 days	16.3 days

* Includes "refresh leave" and continuous leave

Efforts to Support Work-Life Balance

Seminars for employees taking childcare leave

We conducted new seminars, inviting outside lecturers, for employees on childcare leave who are preparing to return to work. Our aim here is to help alleviate employees' anxiety about work-life balance and help them return to work with a positive feeling, as well as to foster information exchanges and networking among employees in similar environments. The self-education seminars attracted numerous attendees, even though participation was voluntary.

In the group work session, employees cheerfully and seriously shared their ideas about ways to achieve work-life balance, with specific focus on work, home life, and personal attributes.



Impressions of seminar for employees taking childcare leave

- I think that returning to work is not easy, but I'll make various preparations and do my best to return in a forward-looking manner. I am very excited.
- I felt that my vague feeling of anxiety about returning to work would fade away if I take the approach of doing what I can, one by one.
- It was a good opportunity to look back on basic things I do not usually think about, such as "Why do I work?"



Lecture by Yumiko Hiramatsu of wiwiw. Inc.

Telephone counseling and seminar about nursing care

In conjunction with our employees' union, we held a Seminar on Balancing Work with Nursing Care. It was the third such seminar to be held in Tokyo, and attracted more than 120 applicants (despite a seating capacity of 100), indicating a growing interest in nursing care. This time, we also held a telephone counseling for employees who could not attend the seminar. The counseling elicited numerous inquiries from employees all around Japan. In addition, we set up a dedicated site on our employee intranet to introduce accessible systems and provide necessary information to employees with nursing care commitments. In these ways, we have worked on improving frameworks to provide a balance between work and nursing care.



Impressions of nursing care seminar

- All of the information was very meaningful because I had no basic knowledge prior to attending. It was also good to learn about practical measures instead of inciting an unnecessary sense of crisis.
- I had just been consulting with a care manager, so when I learned about the Bank's system I decided to consider using it in the future, which was a relief.
- It was a very effective session for me, because I could learn something I had never heard. I heard specific stories based on people's extensive experiences, so I could imagine myself being in such a situation.



PickUp

New system to support work-life balance

Access to corporate daycare center network

We signed an agreement with NICHIIGAKKAN Co., Ltd., giving us access to the company's nationwide network of Nichii Kids, corporate daycare centers. This reflects our efforts to help employees return to work smoothly after taking childcare leave.

Introduction of telework system

We introduced a telework system to foster a good balance between work and child/nursing care, and also to enhance productivity. The system is available not only to those with child or nursing care needs but to all employees, including associates, and helps us provide more flexible work styles.



Encouraging Greater Understanding of Human Rights and LGBT

The SuMi TRUST Group has set a Human Rights Policy as one of the elements constituting its Basic Policy Regarding Social Responsibility. The Group aims to build a sustainable society, and respects the human rights of all stakeholders involved with its corporate activities.

Received Gold rating in PRIDE INDEX for second consecutive year

For the second consecutive year, in fiscal 2018 SuMi TRUST Bank received the Gold rating, the highest rating available, in the PRIDE INDEX. The index is operated by the organization "work with Pride" (wwP), which supports the promotion and establishment of diversity management relating to LGBT.

Human Rights Week initiatives

The SuMi TRUST Group encourages employees of its member companies to participate in human rights awareness slogan naming competitions organized by the Japanese Bankers Association (JBA) and the Industrial Federation for Human Rights, Tokyo. This provides an opportunity for employees to think about

human rights. Every year, we ask each group company to submit its own representative slogan, then we apply to the competitions as a group. In 2018, Yutaka Sekimoto, general manager of SuMi TRUST Bank's Private Banking Department, won an excellence prize in the JBA competition, and in 2019 Jun Kamatani of the Bank's Real Estate Custody Business Department, received the highest prize in the competition.

From the award speech by Jun Kamatani,
winner of the highest prize

Isn't it better to be "yourself" rather than "man-like" or "woman-like"?

"What one wants to be" is not something that should be forced by others. Both LGBT and non-LGBT people need to recognize each other and that it's more important to be "yourself" rather than "man-like" or "woman-like." I submitted this slogan with the hope that it could become a catalyst for creating companies and communities in which nobody would feel awkward.



Promoting Active Participation of Disabled Persons

SuMi TRUST Bank wants employees with disabilities to thrive and feel motivation in their work as members of the workplace. People with disabilities are working as colleagues at various locations, including branch offices where they deal with clients and head office involving in administrative operations.

Regular interviews

To address the concerns and requests of new employees, we conduct face-to-face interviews 1–2 months after they join the Bank. In fiscal 2018, we also started regular interviews by visiting branches and departments and listening to opinions about workplace comfort levels. We use feedback from these interviews



Fuchu Training Center

to develop more comfortable working environments, from both physical and mental perspectives. In fiscal 2018, we conducted a large-scale

renovation of our training center to make it easier for people with disabilities to attend training. This included installation of barrier-free and multipurpose toilets.

Training for all employees

To foster a better understanding of people with disabilities, in fiscal 2018 we conducted on-the-job training for all employees. This was an opportunity to learn about the concept of disabilities in social models*, as well as to look at case studies in which rational considerations led to real improvements.

* Under this approach, a disability is not a physical or intellectual impairment in the medical sense, but rather a result of interaction with various barriers (social obstacles) in society.



Employment of disabled people

Employment ratio: **2.21%**



Employees with disabilities working at head office and branches

217 people in 103 branches/departments

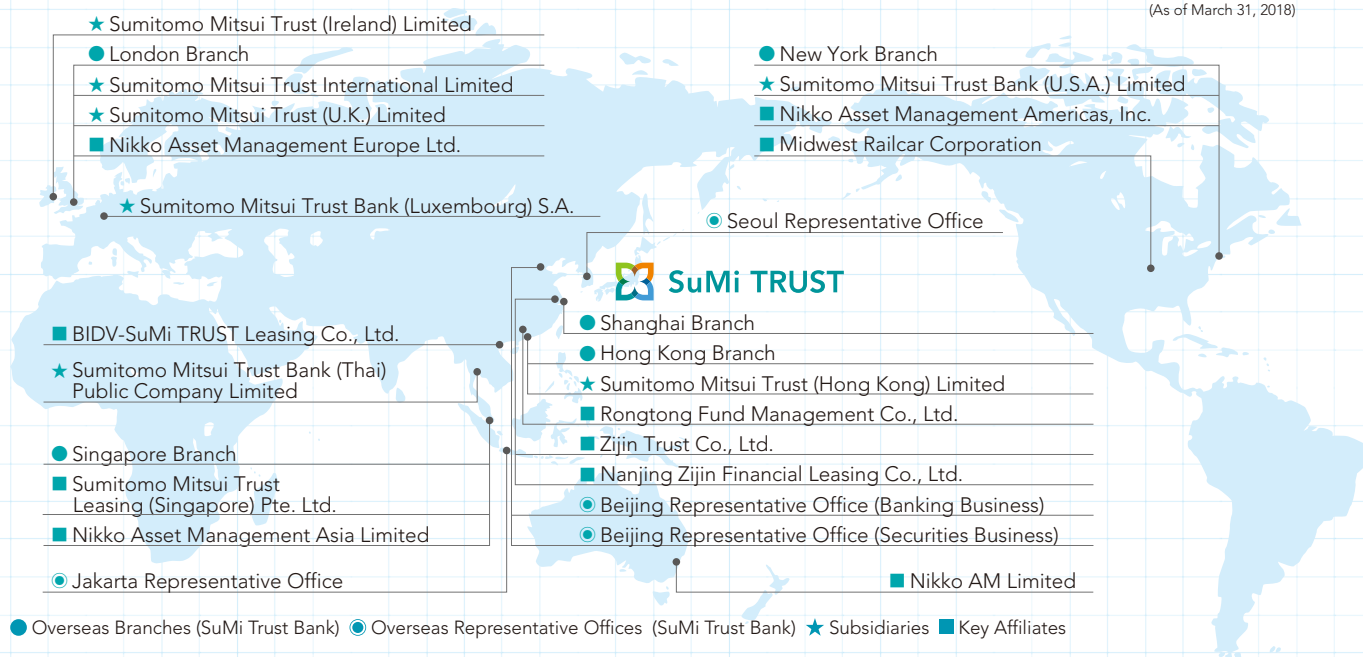
As of March 1, 2019

Promoting Active Participation of Global Human Resources

SuMi TRUST Holdings Overseas Network

In addition to developing our own bases in major markets worldwide, we are working to expand our global presence through alliances and collaborations with local financial and investment institutions.

(As of March 31, 2018)



Strengthening communication with local staff of overseas offices

The SuMi TRUST Group currently employs around 1,200 foreign nationals (locally hired people working at overseas branches, representative offices, and subsidiaries). Seeking to deepen the sense of unity within the Group, SuMi TRUST Bank conducts an annual short-term collective training course, called Global Networking Program, to share the Group's culture. In fiscal 2018, 11 foreign nationals from 11 overseas bases attended the program, which was held for the sixth time. The three-day program included a session with President Hashimoto, who spoke with conviction about the Group's vision and the importance of global business.



Comment from training planning manager

Yuudai Shibuya, Manager, Human Resources Development Team, Human Resources Department

This training is conducted once a year in Japan for foreign national managers and manager candidates working at overseas bases. The participants hear directly from management about the Group's management principles and global strategies, get the rare opportunity to engage in discussions with local staff members from other countries, and learn about the history of the Mitsui and Sumitomo corporate groups. Although the program is quite short in duration, our goal for it is to stimulate the growth and participation of local managers, deepen their understanding of our Company, and hopefully contribute to the further development of our global business.



Impressions of foreign national who participated in the training

Emma Traynor, Manager, Human Resources Department, Sumitomo Mitsui Trust (Ireland) Limited

The training has given me a greater sense of belonging to the Group. It was clear that Tokyo staff are very proud of working for the Group and that the global expansion is at the core of the Group's strategy. We will try to provide more opportunities for our staff in the Ireland office to visit the HO, we always enjoy meeting our Japanese colleagues. In addition, we will continue to foster a feeling of unity with the Group, by incorporating the history and business philosophy of the Group in the training programmes delivered at our offices. This was very effective as part of HO's Global Networking Program.

The SuMi TRUST Group's Initiatives to Promote D&I

Nikko Asset Management

Taking Part in the D&I Committee as a Group company

Mr. Cogger, head of the Tokyo Human Resources Department, and manager Mr. Yamaguchi from Nikko Asset



Management, a unique asset management company in the SuMi TRUST Group, took part in the D&I Committee as guest speakers and shared how they have built up current corporate culture and value with all employees as one.

Supporting the Japan Wheelchair Rugby Federation

Several wheelchair rugby players work as employees at Nikko Asset Management. Wheelchair rugby began in Canada in 1977 as a way for people with quadriplegia (those with disabilities from spinal cord injuries, amputations, or cerebral palsy etc.) to take part in team sports. The international sport is gaining in popularity in the West. As an official partner of the Japan Wheelchair Rugby Federation, Nikko Asset Management supports promoting social awareness of disabled athletes and wheelchair rugby.

PickUp

Japan's National Wheelchair Rugby Team Captain

Nikko Asset Management employee and athlete, Yukinobu Ike



While out for a drive when Yukinobu was 19 years old, the car crashed into a roadside tree and caught fire. The accident caused burns over 75% of his body. Three friends who were in the car died. After more than 40 operations Yukinobu had his left leg amputated. He also suffered disabilities to his limbs. Even though he struggled personally as a remaining survivor, Yukinobu made a commitment to "live for my friends, and live life to its fullest for them all". He started playing wheelchair basketball while undergoing rehabilitation and then turned to wheelchair rugby in 2012. In 2014 he became captain of the Japan team. In 2016 he won a medal as the captain of Japan's national team in an international competition. In the 2018 World Championships Japan defeated a strong Australian team, winning Japan's first gold medal and becoming the best team in the world. Now he is in the United States and training hard to improve his skills with an eye on leading the Japan's national team to victory on the next big stage.

Sumitomo Mitsui Trust Business Service

President Pledges IkuBoss Declaration

Mr. Yamada, President of Sumitomo Mitsui Trust Business Service, which provides an outsourcing service mainly for SuMi Trust Bank, and temporary staffing for SuMi Trust Bank and the SuMi Trust Group, etc., pledged his commitment to the IkuBoss Declaration.



LGBT Hotline and Marriage Leave for Same-sex Partners

As part of promoting understanding of LGBT and improving the working environment under which diversified people can play an active role, Sumitomo Mitsui Trust Business Service has set up an in-house LGBT hotline and made changes to its welfare programs so that same-sex partners can take leave from work when getting married.

Sumitomo Mitsui Trust TA Solution

President Pledges IkuBoss Declaration

Mr. Suzuki, President of Sumitomo Mitsui Trust TA Solution, which provides business administration and system operation back-office services mainly for stock transfer agency services of the SuMi Trust Bank, pledged his commitment to the IkuBoss Declaration.



Seminar on Balance between Cancer Treatment and Work

Sumitomo Mitsui Trust TA Solution has carried out some positive activities for the Health Promotion Month where employees think about health. As a part of these efforts we recently held an in-house cancer education seminar of the Company Action on the Promotion for Measures Against Cancer, the national cancer control project.



Sumitomo Mitsui Trust Panasonic Finance

Sumitomo Mitsui Trust Panasonic Finance, a comprehensive finance company that provides leasing, credit, credit card, and financing services, is focusing on D&I promotion under the leadership of company President, Mr. Kamiyo.



A Talk on D&I by Visiting Lecturer and Officers' Discussion at Executive Officer Meeting

D&I was the main theme at the 2018 Executive Officer Meeting where a guest speaker was invited to give a talk entitled "Overcoming Barriers to Diversity", followed by a discussion with all the executives.



A lecture by Kyoko Misono from ChangeWAVE Inc.

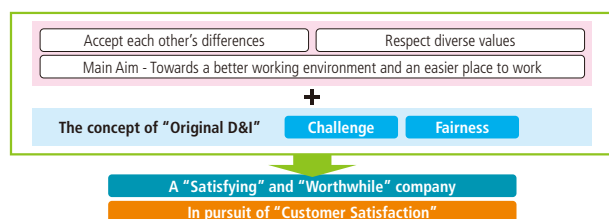
Conveying the Company's Original D&I Realization to Employees

In pursuit of customer satisfaction, the company has repeatedly thought out our "Original D&I" as its goal.

As well as creating a better working environment and a more comfortable place to work, we decided to more clearly incorporate the ideas of "challenge" and "fairness" into our "Original D&I".

✓ Challenge	Encouraging each employee to challenge themselves to achieve customer satisfaction
✓ Fairness	Looking fairly at how employees are facing their role regardless of job title or work position

Through the initiative, we have incorporated into the management plan the aim to be the company which will be chosen by the customer and where each and every employee feels that their work is truly satisfying and worthwhile. This is what the President himself has conveyed to all employees.



Sumitomo Mitsui Trust Wealth Partners

Lecture at NPO that Promotes Female Leaders

Mr. Maeda, President of Sumitomo Mitsui Trust Wealth Partners, which offers a wide range of consulting services such as inheritance, business succession and asset evaluation services in cooperation with SuMi TRUST Bank, gave a talk at a regular meeting in the Kansai area held by J-Win, a non-profit organization that promotes female leaders. At the meeting, attended by female employees from various companies in Kansai and their superiors, the awareness which is important as a management skill and an ideal form of leadership were talked about around the topic of "Tips for Thinking about Leadership Management".



Sumitomo Mitsui Trust Systems & Services

President Pledges IkuBoss Declaration

Mr. Nose, President of Sumitomo Mitsui Trust Systems & Services, a systems company which supports the business of the SuMi TRUST Group from an IT perspective, pledged his commitment to the IkuBoss Declaration.



Satellite Office Opened

A satellite office has been opened in the corner of the SuMi TRUST Bank Kawasaki branch. Employees who need a more efficient work system and a shorter commute because of childcare or other care reasons are given priority to use the office, but it can also be used by those who face a long commute to their office building, improving the work-life balance for employees.



PickUp

Introducing support tools for all SuMi TRUST Group employees to encourage working together as a group for the promotion of D&I

Right Balance Support Tool

As we understand that the balancing child/nursing care and work is a common challenge across all Group companies, we have created a handbook summarizing the points necessary to strike the right balance between work and care. We have also implemented e-learnings where employees can pick up information and knowledge needed between pregnancy and returning to work.



Rainbow Colored Tool for Promoting D&I

A supporting tool with six colors of the rainbow has been created to help visualize the promotion of D&I. These visual aids are given out to participants at seminars and events which promote D&I, including the understanding of LGBT, and are used for Group-wide promotional activities.



What We Can Do

Introducing original activities from SuMi TRUST Bank branches to promote D&I

Nanba Branch and Nanba-Chuo Branch

LGBT Panel Exhibition

A panel exhibition on LGBT was held in the branch lobby. The panels displayed were created to raise awareness as part of the LGBT support project in Yodogawa Ward, Osaka. 3 panels and a poster were on display this time. From this exhibition we, as employees, were also able to deepen our understanding of LGBT and learned that these issues are closer to us than we think.



Hiroshima Branch and Hiroshima-Chuo Branch

Seminar on the Themes such as Women's Workstyle and Work Style Reforms

We invited a lecturer to give a talk to branch employees on the topics of women's workstyle and work style reforms. It gave everyone an opportunity to think about how to balance child-care and work, how to create a workplace where employees on shorter hours or staggered office hours would play an active role, how to conduct efficient work, and how to improve communication skills. Branch members will work together to make sure each and every employee can grow by making use of what they learned in this seminar in their work and life, and ensure clients can feel satisfied.



Tama-Sakuragaoka Branch

Discussion on LGBT with the Tama City TAMA Women's Center

We had exchanged opinions with the Tama City TAMA Women's Center. Tama City is currently carrying out activities to promote the understanding of LGBT. We were asked many different questions about our LGBT initiatives and we had a meaningful exchange of opinions. We will continue to contribute to the local community through conversations with local residents.



Toyama Branch

Joined the Toyama IkuBoss Corporate Alliance

We became a member of the Toyama IkuBoss Corporate Alliance sponsored by Toyama Prefecture, and the branch manager pledged his commitment to the IkuBoss Declaration! The Toyama Branch will face work style reforms head-on and, through its commitment to IkuBoss, will continue to support the realization of a social environment where all the people of Toyama Prefecture can work happily!



Wakayama Branch

Joined the Prefecture's Corporate Alliance for Promoting Women's Active Participation and Advancement

Wakayama Branch has become a member of the Corporate Alliance for Promoting Women's Active Participation and Advancement sponsored by Wakayama Prefecture. As a part of those activities, female employees from our branch took part in the Top Seminar of Corporate Alliance for Promoting Women's Active Participation and Advancement held in Wakayama City. The employees who joined the seminar felt that it is essential to find ways to build a scheme and improve understanding and awareness of those around so that women can actively get involved again in work even after marriage or childbirth. Our branch will continue to support the success of women throughout the whole branch office!



Kumamoto Branch and Kumamoto-Chuo Branch

Approved as a Kumamoto Prefecture's YokaBoss Company!

Kumamoto Prefecture is working towards registering YokaBoss companies, which are companies where the owner and managers support a better work-life balance for employees, and themselves. Our branches have now been approved a YokaBoss Company. The Kumamoto Branch and the Kumamoto-Chuo Branch will support the improvement of employees' work-life balance as YokaBoss companies and will aim to maximize overall happiness!



Shinyurigaoka Branch

Information Sharing Meeting for Promoting Diversity and Active Participation of Women in the Workplace

Our branch manager attended an information sharing meeting for promoting diversity and active participation of women in the workplace. At the meeting held on the topic of "One step towards promoting the power of women", women managers from the area came together, including Hitomi Kitazawa, the mayor of Asao Ward, to exchange opinions. The number of workplaces where women are actively involved is increasing along the Odakyu Line, and the ideas and initiatives of these companies, such as shorter working hours and improving efficiencies, were vigorously exchanged. Our branch also holds gatherings for mother employees who work at the branch, and round-table meetings in which employees returning from childcare leave can take part with their children to talk to other employees with the experience of returning from childcare leave. The Shinyurigaoka Branch will continue to contribute to the local community by making everyone aware of the power of women!



Akashi Branch

Lobby Exhibition of Art by Disabled People

In conjunction with The Cannow Foundation which supports the art by disabled people, we are continuing the exhibition of artworks from artists with disabilities in the branch lobby. We will continue to support these artists by introducing their artwork to society through the lobby exhibition!



Otsu Branch

Joined an Iku-Boss Seminar!

The branch manager and the Head of Consulting Services joined an Ikuboss seminar sponsored by Shiga Prefecture entitled "Make your company the best place to work in the region". Because of the increasing number of employees in recent years whose style of work is limited due to many different factors, including childcare, nursing care, old age, and illness, more companies are finding they need to incorporate the Ikuboss ideals. We took part in this seminar as a way to acknowledge the different work-styles of those in our branch and to create a workplace where individual strengths can flourish. We will further aim to create a better working environment for everyone through D&I promotional activities.



Machida Branch

Hosting Women's Exchange Meetings with Clients

The Machida Branch reaches out to clients whose branch and sales offices are located in the nearby area and continues to hold exchange meetings for fellow female employees with different job, age, and family backgrounds. The purpose of these meetings is for female employees from each company to visualize one's own future success, learn from each other on how to have the desire to grow, stimulate each other, and expand networks through exchanging ideas and sharing the awareness. These meetings will help improve themselves and accumulate successful experiences in the workplace where the workstyles and sense of values are becoming diversified. The last meeting was very lively with the female participants taking the lead in almost everything from planning to hosting the meeting.





SUMITOMO MITSUI TRUST HOLDINGS

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Diversity & Inclusion Office, Human Resources Department, Sumitomo Mitsui Trust Holdings, Inc.

Address: 1-4-1 Marunouchi, Chiyoda-ku, Tokyo 100-8233, Japan

Telephone: +81 (3) 6256-6925 (Weekdays: 9:00 a.m. – 5:00 p.m.)

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