

November 11, 2021

To whom it may concern

Sumitomo Mitsui Trust Holdings, Inc.
Sumitomo Mitsui Trust Bank, Limited

Sumitomo Mitsui Trust Holdings Receives Gold Rating on PRIDE Index Evaluation

We are pleased to announce that Sumitomo Mitsui Trust Holdings, Inc. (Director, President: Toru Takakura, hereinafter “SuMi TRUST Holdings”) received the top rating of gold on the wwP’s (Work With Pride) PRIDE Index which evaluates companies’ efforts toward inclusion of LGBTQ individuals and other sexual minorities. In addition, Sumitomo Mitsui Trust Bank, Limited (Director, President: Kazuya Oyama, hereinafter “SuMi TRUST Bank”) was simultaneously awarded the Rainbow Award, which recognizes companies implementing collective impact initiatives.

The PRIDE Index was established in 2016 as Japan’s first index that evaluates companies’ LGBTQ-related initiatives across five pillars: Policy (Action Declaration), Representation (LGBTQ network), Inspiration (Raising Awareness), Development (Human Resources Management Policy and Programs), and Engagement/ Empowerment (Social Responsibility and External Activities). Companies are evaluated based on these five pillars and assigned a rating of either gold, silver, or bronze. In 2017 and 2018 SuMi TRUST Bank received a Gold Rating for two consecutive years for its initiatives. From 2019, these initiatives were expanded across our entire group leading to SuMi TRUST Holdings along with three of its group companies (SuMi Trust Bank, Sumitomo Mitsui Trust Asset Management Co., Ltd. and Sumitomo Mitsui Trust Business Service Co., Ltd.) receiving the Gold Rating. From this fiscal year, Sumitomo Mitsui Trust Club Co., Ltd., and Sumitomo Mitsui Trust Card Co, Ltd. were added to the list of Gold Rating recipients, leading to a total of five group companies(*1) along with SuMi TRUST Holdings receiving this Gold Rating for our initiatives as a group.

The SuMi TRUST Group holds the concept of diversity & inclusion in the sense of “leveraging the diversity and creativity of each individual in our operations” as its Mission (management principles). Furthermore, the Group has declared as part of its Human Rights Policy that the Group and its employees shall not violate human rights or discriminate against individuals based on one’s sexual orientation or gender identity.

In order to create a workplace in which LGBTQ and other sexual minority employees can fully demonstrate their abilities, we have established consultation centers, revised human resources systems and employee benefits, and focused on raising awareness of LGBTQ issues through ongoing employee training. In addition to supporting Tokyo Rainbow Pride 2021, SuMi TRUST Bank has clearly announced its intention to support LGBTQ individuals both within and outside of our Group. For example, SuMi TRUST Bank offers residential mortgage loan (*2) in which same-sex partners are viewed as spouses, while Sumitomo Mitsui Trust Club issues family credit cards to same-sex partners.

In addition to these conventional initiatives, we are working with local governments to create information brochures to promote understanding of LGBTQ topics in communities while also working to strengthen cooperation with companies and organizations with a common understanding of issues in each region. Together with local governments, LGBTQ support groups, and LGBTQ-friendly companies, we will continue to promote activities closely attuned to the needs of local communities and work to create positive impacts on society.

The SuMi TRUST Group has formulated a “Declaration of Work Style Reform”. With this declaration our goal is to realize “a workplace where the diversity and creativity of employees are fully utilized to add value to the organization and where employees can have pride and be highly motivated in fulfilling their missions.” Aiming to achieve this, we will continue working to improve the environment and raise awareness.

End



- (*1) SuMi Trust Bank, Sumitomo Mitsui Trust Asset Management Co., Ltd., Sumitomo Mitsui Trust Business Service Co., Ltd., Sumitomo Mitsui Trust Club Co., Ltd., and Sumitomo Mitsui Trust Card Co, Ltd. Nikko Asset Management Co., Ltd., as in the previous year, received “Gold” on a non-consolidated basis.
- (*2) It is necessary to submit a notarized document or other documentation designated by SuMi TRUST Bank.