

November 11, 2022

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 members of the LGBTQ+ community. 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 five of its group companies (SuMi Trust Bank, Sumitomo Mitsui Trust Asset Management Co., Ltd. Sumitomo Mitsui Trust Business Service Co., Ltd., Sumitomo Mitsui Trust Card Co, Ltd., and Sumitomo Mitsui Trust Club Co., Ltd.) receiving the Gold Rating. From this fiscal year, Sumitomo Mitsui Trust Panasonic Finance Co., Ltd, Custody Bank of Japan, Ltd, Sumitomo Mitsui Trust Life Partners Co., Ltd, and Nikko Asset Management Co., Ltd were added to the list of Gold Rating recipients, leading to a total of nine 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 individuals identifying as LGBTQ+ 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 November 2022, the Sumitomo Mitsui Trust Group announced its commitment to the "Business for Marriage Equity" campaign, which is designed to attract companies that endorse equality in marriage, and to the "Business Support for LGBT Equality in Japan" campaign, which aims to enact the "LGBT Equality Law" in Japan. In addition to sponsoring events throughout Japan such as Tokyo Rainbow Pride 2022, the Sixth Annual Saitama LGBTQ Coming of Age Ceremony ("Nijiten in Saitama"), and Kyushu Rainbow Pride 2022, members of the Sumitomo Mitsui Trust Group have clearly announced their intention to support LGBTQ+ individuals both within and outside of our Group in a variety of forms. For example, SuMi TRUST Bank offers residential mortgage loans (*2) in which same-sex partners are viewed as spouses, while Sumitomo Mitsui Trust Club Co., Ltd. and Sumitomo Mitsui Trust Card Co, Ltd. issue family credit cards to same-sex partners.

In addition to these initiatives, we are also 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., Sumitomo Mitsui Trust Card Co, Ltd., Sumitomo Mitsui Trust Panasonic Finance Co., Ltd, Custody Bank of Japan, Ltd, Sumitomo Mitsui Trust Life Partners Co., Ltd, and Nikko Asset Management Co., Ltd. Nikko Asset Management Co., Ltd. has received Gold on a non-consolidated basis for four consecutive years since 2019.

(*2) It is necessary to submit a notarized document or other documentation designated by SuMi TRUST Bank.