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For Immediate Release

Sumitomo Forestry Co., Ltd.

**Sumitomo Forestry Is Selected in METI's New Diversity Management Selection 100 for the First Time
Praised for its easy-to-work environment**

Sumitomo Forestry Co., Ltd. (President and Representative Director: Akira Ichikawa; Headquarters: Chiyoda-ku, Tokyo; hereinafter "Sumitomo Forestry") announced that it has been selected in the Ministry of the Economy, Trade and Industry's New Diversity Management Selection 100 for fiscal 2018

The Ministry of the Economy, Trade and Industry launched its Diversity Management Selection 100 project in fiscal 2012 seeking to increase the number of companies engaged in diversity management by commending those that make use of diverse human resources to generate value. In fiscal 2015, the ministry launched the New Diversity Management Selection 100, which focuses on fields that are expected to grow in the near future, and a total of 226 companies have been selected in the projects over the last six years.



Sumitomo Forestry's selection in the New Diversity Management Selection 100 was the first time for the company. Using wood, which is a renewable natural resource, the company is engaged in a wide range of businesses related to human lifestyles globally. Sumitomo Forestry believes that training and retaining human resources with high levels of specialist knowledge and skill in each business field is indispensable for sustainable growth, and for this reason, it established its Workstyle Diversification Department in 2013. In 2018, the company drew up its "Our Values" set of action guidelines, which aims to respect diversity and establish a healthy working environment. In this way, Sumitomo Forestry is committed to creating an environment that is easy to work in for all its employees, who live in a variety of circumstances.

For the fiscal 2018 New Diversity Management Selection 100 project, Sumitomo Forestry's measures to make use of the expertise of its employees even after they reach retirement age—enabling them to continue working even after the age of 65—was highly commended. Other initiatives were also praised, and contributed to the company's selection, including the systems for working from home, which contribute to a healthy work-life balance; the flex-time system and work interval system, which reduce long working hours; and the productivity assessment system, which seeks to increase labor productivity.

Going forward, the Sumitomo Forestry Group will continue its efforts to create an energetic working environment in which diverse human resources can thrive, regardless of gender, age, nationality, race, religion, or disability. In addition to creating a working environment in which each company employee can achieve his or her full potential, by using wood as a renewable natural resource, the Group intends to contribute to the realization of a sustainable and prosperous society.