

For Immediate Release

Sumitomo Forestry Co., Ltd.

Promoting the Active Involvement of Female Employees

**Establishment of Target Values relating to
the Appointment of Women to Management Positions**

Sumitomo Forestry Co., Ltd. announced that it has established target values¹ relating to the appointment of women to management positions.

The Sumitomo Forestry Group, based upon its action guideline of “Respect for Humanity,” declares that the Group will work to create an open and inclusive corporate culture that values diversity, valuing each individual irrespective of their values, age, gender, nationality or disabilities. The Group promotes diversity management that leads to corporate competitiveness, by respecting and actively utilizing the various differences between individuals. In December 2013, the Group released the Declaration on Empowering Women,² signifying the Group’s united effort to promote the active involvement of female employees. Based upon the policies established through this declaration, the Group has promoted a range of activities.

As one aspect of diversity management, Sumitomo Forestry is working through the Workstyle Diversification Department to provide career support, work-life balance, support for childcare and nursing-related workstyles, re-employment post-retirement, employment of people with disabilities, and the betterment of mental health. Now the Company has established target values with the aim of promoting the active involvement of female employees. Along with the creation of a work environment well-suited to female employees, the Company is strengthening the development of human resources in order to nurture executives from within the Company and promoting the certain appointment of women to management positions. The Company aims to have at least 5% of management roles filled by women by 2020 (currently 2.2%). An additional key initiative is the proactive sending of women for training in management skills that teach the necessary knowledge for management positions. The Development through Women’s Perspective Project³ was another initiative aimed at developing practical leaders and to provide support for networking with people outside the company from other industries.

The Sumitomo Forestry Group will continue to develop a workplace environment well-suited to women and to drive initiatives that promote the active involvement of female employees.

¹ This target is published on the Keidanren (Japan Business Federation) website as the voluntary action plans on promotion of women to managerial and board position.

² The Group declares its three policies to be:

(1) Create an encouraging work environment for women; (2) Leverage women’s unique creative power; (3) Create innovation through the participation of women

³ An interdepartmental project that aims to make comfortable and agreeable lifestyle proposals by leveraging women’s perspectives in product development and services.

About Sumitomo Forestry

Founded in 1691, Sumitomo Forestry Co., Ltd. and its Group companies have broadened business activities focused on wood. Based on its corporate philosophy—“utilize timber as a renewable, healthy and environmentally friendly natural resource, and contributes to a prosperous society through all types of housing-related services”— and with its approximately 250,000 hectares of owned and managed forest, the global network that spans more than 20 countries and expertise and technology in housing-related businesses, Sumitomo Forestry Group is developing the Forestry and Environment Business, the Timber and Building Materials Business, the Housing Business, the Overseas Business, the Lifestyle Service Business and other businesses both in Japan and abroad. Adding such businesses as wooden biomass power generation and Timber Solution, it will continue to pursue the potential of timber.

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