

February 28, 2020

For Immediate Release

Sumitomo Forestry Co., Ltd.

Revisions to Organizational Structure and Personnel Changes

Sumitomo Forestry Co., Ltd. hereby announces that the Board of Directors met on February 28, 2020 and passed the following resolutions for personnel transfers and revisions to the organizational structure of Sumitomo Forestry Co., Ltd. to take effect on April 1, 2020.

I. Organizational revisions (as of April 1)

1. Reorganization of Head Office Departments and Environment and Resources Division

(1) Establishment of Quality Control and Worker Safety Management Department

- 1) The Quality Control and Worker Safety Management Department will be newly established as an organization under the direct control of the President to strengthen the safety management systems of worksites by utilizing the ISO 9001 quality management system and ISO 45001 occupational health and safety management system.
- 2) The Quality Control and Worker Safety Management Department will promote the elimination of quality issues, labor accidents and other problems by providing guidance and advice to the entire Sumitomo Forestry Group.

(2) Transfer of the Forest and Landscape Research Center

Amid rising awareness about SDGs and ESG, the Environment and Resources Division's Forest and Landscape Research Center will be transferred to the Head Office Departments and established under the Strategic Business Research Department so as to promote new initiatives for businesses giving consideration to biodiversity and sustainability across divisions.

2. Reorganization of Housing and Construction Division

(1) Establishment of Customer Relations Department

Amid the shrinking housing market in Japan and reduction in new customers, the Customer Relations Department will be newly established to build a system for existing customers of the entire Group that offers even better services by emphasizing continued ties based on customers' perspectives and to encourage the expansion of stock-based business.

(2) Establishment of Construction Market Development Department and abolishment of Real Estate and Market Development Department and MOCCA (Timber Solutions) Department

After reviewing the roles and functions of the Real Estate and Market Development Department and MOCCA (Timber Solutions) Department related to the non-residential building business, the Construction Market Development Department will be newly established as an organization that centralizes the overall non-residential building business from small-scale to medium- and large-scale buildings. Together with this, the Real Estate and Market Development Department and the MOCCA (Timber Solutions) Department will be abolished.

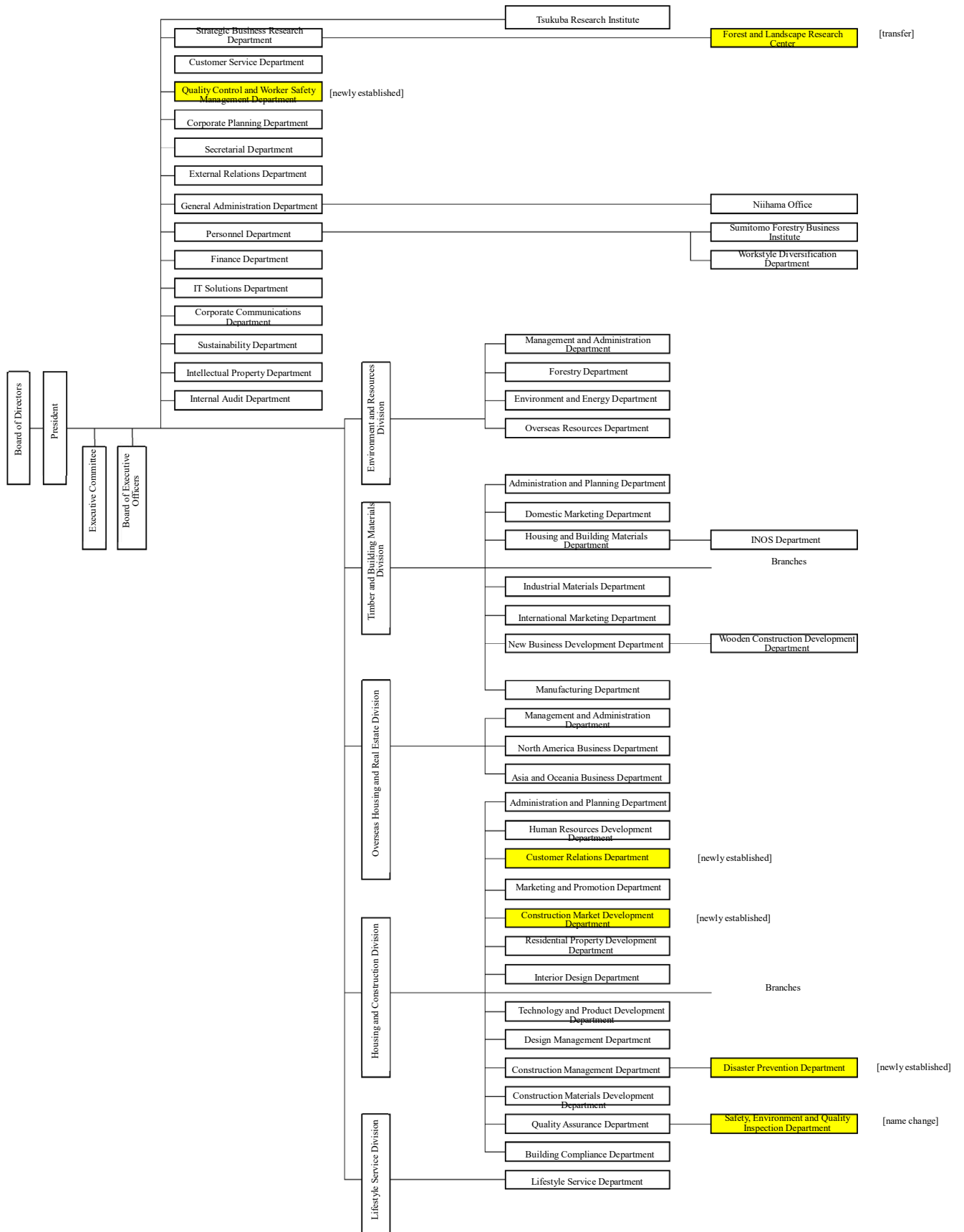
(3) Establishment of Disaster Prevention Department

- 1) The Disaster Prevention Department will be newly established to conduct analysis, studies, verification and other disaster prevention measures in preparation for disasters and other contingencies during normal times as well as respond promptly and appropriately during times of contingencies. The Disaster Prevention Department will come under the Construction Management Department.
- 2) In normal times, the Disaster Prevention Department will instruct the branches and Group companies about the conduct of disaster prevention measures in preparation for contingencies, analyze the causes of disasters, and study and formulate improvement measures. In addition, when contingencies occur at the departments or housing affiliates of the Housing and Construction Division, the Disaster Prevention Department will lead the respective department or affiliate to limit damage from the disaster to the minimal through prompt and appropriate response.

(4) Name change of the Safety, Environment and Quality Inspection Department

The original name of the Safety, Environment and Quality Inspection Department (in Japanese) will be changed. The English name will remain the same.

3. Organization Chart (As of April 1, 2020)



II. Personnel changes (as of April 1)

1. Changes in officer duties and responsibilities (as of April 1)

[New]	[Old]	
<u>Director and Corporate Advisor</u>	<u>Chairman of the Board and Representative Director</u>	Ryu Yano
<u>Chairman of the Board</u> and Representative Director	Representative Director <u>President and Executive Officer</u>	Akira Ichikawa
<u>Representative Director</u> <u>President and Executive Officer</u> <u>(Direct control: Strategic Business Research Department/Customer Service Department/ Quality Control and Worker Safety Management Department)</u>	<u>Director</u> <u>Senior Managing Executive Officer</u> <u>Divisional Manager of Housing and Construction Division</u>	Toshiro Mitsuyoshi
Representative Director Executive Vice President <u>Administering Environment and Resources Division and Divisional Manager of Timber and Building Materials Division</u>	Representative Director Executive Vice President <u>Oversees Environment and Resources Division and Divisional Manager of Overseas Housing and Real Estate Division</u>	Shigeru Sasabe
Representative Director Executive Vice President <u>Administering Lifestyle Service Division, In charge of General Administration, Secretary, External Relations, Personnel, IT Solutions, Intellectual Property, Internal Audit, and the Tsukuba Research Institute</u>	Representative Director Executive Vice President In charge of General Administration, Personnel, IT Solutions, Intellectual Property, Internal Audit, and the Tsukuba Research Institute	Tatsuru Satoh
Director Managing Executive Officer <u>Administering Housing and Construction Division, In charge of Corporate Planning, Finance, Corporate Communications and Sustainability</u>	Director Managing Executive Officer In charge of Corporate Planning, Finance, Corporate Communications and Sustainability	Tatsumi Kawata
Director <u>Executive Officer</u> <u>Assistant to President</u>	Director <u>Senior Managing Executive Officer</u> <u>Oversees Lifestyle Service Division and In charge of TOP2020 (Tokyo Olympics and Paralympics), Secretary, External Relations</u>	Ken Wada
Director <u>Executive Officer</u> <u>Assistant to President</u>	Director <u>Managing Executive Officer</u> <u>Divisional Manager of Timber and Building Materials Division</u>	Akihisa Fukuda
Managing Executive Officer <u>Divisional Manager of Overseas Housing and Real Estate Division</u>	Managing Executive Officer <u>In charge of North American Business and Deputy Divisional Manager of Overseas Housing and Real Estate Division</u>	Atsushi Kawamura
Managing Executive Officer <u>President and Representative Director, Sumitomo Forestry Residential Co., Ltd.</u>	Managing Executive Officer <u>Divisional Manager of Lifestyle Service Division</u>	Takahisa Higaki
<u>Managing Executive Officer</u> <u>Divisional Manager of Lifestyle Service Division</u>	<u>Executive Officer</u> <u>President and Representative Director, Sumitomo Forestry Residential Co., Ltd.</u>	Kunihiko Takagiri
<u>Managing Executive Officer</u> <u>Divisional Manager of Housing and Construction Division</u>	<u>Executive Officer</u> <u>Deputy Divisional Manager of Housing and Construction Division (Oversees Human Resources Development, Real Estate and Market Development Technology and Product Development), General Manager of Marketing and Promotion Department and Design Management Department</u>	Ikuro Takahashi
Executive Officer <u>Assistant to Divisional Manager of Timber and Building Materials Division</u>	Executive Officer <u>Deputy Divisional Manager of Timber and Building Materials Division</u>	Masayuki Tabuse
Executive Officer Deputy Divisional Manager of Timber and Building Materials Division and General Manager of International Marketing Department	Executive Officer Deputy Divisional Manager of Timber and Building Materials Division and General Manager of <u>Industrial Materials Department</u> and International Marketing Department	Yoichi Hosoya

3. Supervisory Officer appointments and retirements (as of June 23)

[Appointees]

Kiyoshi Sakurai	President and Representative Director, Sumitomo Forestry Home Service Co., Ltd.
Masanobu Nishikawa	General Manager of Overseas Resources Department, Environment and Resources Division
Toshio Kakumoto	General Manager of General Administration Department
Tomio Tozaki	General Manager of Administration and Planning Department, Housing and Construction Division
Tsuyoshi Nagae	General Manager of Corporate Planning Department

[Retirees]

Nobuyuki Katayama	Supervisory Officer, Sumitomo Forestry Home Tech Co., Ltd.
Yutaka Kamiya	President and Representative Director, Sumitomo Forestry Landscaping Co., Ltd.
Fumitoshi Habuchi	Chief Engineer, Construction Market Development Department, Housing and Construction Division
Susumu Higuchi	Institute Director, Sumitomo Forestry School of Professional Building Techniques
Koji Tanaka	Deputy Divisional Manager of Timber and Building Materials Division and General Manager of Tokyo Branch of Timber and Building Materials Division

<Reference> In conjunction with the above appointments and retirements, the supervisory officers as of June 23 are as follows:
*Personnel changes at subsidiaries will take place after each company's General Meeting of Shareholders.

Takumi Shimahara	President and Representative Director, Sumitomo Forestry Archi Techno Co., Ltd.
Masaaki Komatsu	General Manager of Housing and Building Materials Department, Timber and Building Materials Division
Tsunetaka Kato	Chief Engineer of Human Resources Development Department and Design Management Department, Housing and Construction Division
Ichiro Nakajima	General Manager of Tsukuba Research Institute
Kazuo Maniwa	President and Representative Director, Sumirin Fill Care Co., Ltd.
Akira Kanamori	President and Representative Director, Sumitomo Forestry Information Systems Co., Ltd.
Takashi Okada	General Manager of Domestic Marketing Department, Timber and Building Materials Division
Kazunari Hada	General Manager of Personnel Department
Hiroshi Yoshida	General Manager of Construction Market Development Department, Housing and Construction Division
Yuichiro Ono	General Manager of Industrial Materials Department, Timber and Building Materials Division
Kiyoshi Sakurai	President and Representative Director, Sumitomo Forestry Home Service Co., Ltd.
Masanobu Nishikawa	General Manager of Overseas Resources Department, Environment and Resources Division
Toshio Kakumoto	General Manager of General Administration Department
Tomio Tozaki	General Manager of Administration and Planning Department, Housing and Construction Division
Tsuyoshi Nagae	General Manager of Corporate Planning Department