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For immediate release

Sumitomo Forestry Co., Ltd.

## Sumitomo Forestry Selected for Inclusion in the Bloomberg Gender-Equality Index for the Second Consecutive Year

Sumitomo Forestry Co., Ltd. (President and Representative Director: Toshiro Mitsuyoshi; Headquarters: Chiyoda-ku, Tokyo; hereinafter Sumitomo Forestry) announced that it has been selected for inclusion in the “Bloomberg Gender-Equality Index (GEI) 2022” on January 26. This is the second consecutive year the company has been selected for this index.



GEI is an index to evaluate companies that demonstrate outstanding performance in the transparency of information disclosure regarding gender and the efforts and achievements related to gender equality.

Sumitomo Forestry's efforts for gender equality have won high evaluation and been selected as one of the 418 companies headquartered in 45 countries and regions (12 Japanese companies).

In 2013, Sumitomo Forestry Group announced as part of its diversity management its Declaration on Empowering Women, which has three major pillars: to create a positive work environment for women, to leverage women's unique creative powers, and to spur innovation through the participation of women. In 2016, Sumitomo Forestry formulated its Voluntary Action Plan on the Appointment of Women Directors and Managers which aims to have at least a 5.5% ratio of women in management positions by March of 2022. In January 2022, the company formulated internal rules regarding partnerships, treating partners of employees in same-sex partnerships or common-law marriages in almost the same way as spouses of married employees for company systems and welfare programs.

The Sumitomo Forestry Group had worked to promote diversity management, including being selection for inclusion in the MSCI Japan Empowering Women Index (WIN)<sup>\*1</sup>—which comprises companies that excel in gender diversity—and selection as a FY2020 Nadeshiko Brand<sup>\*2</sup>. Going forward, the Group will continue its efforts to create an energetic working environment in which diverse human resources can play an active role, regardless of gender, age, nationality, race, religion, or disability.

### ■ Initiatives that enable a diverse workforce to play an active role

<https://sfc.jp/english/information/social/employment/>

\*1. This is an index for Japanese stocks by U.S. company MSCI Inc. With the MSCI Japan IMI Top 700 Index—which selects the top 700 stocks in aggregate market value—as a parent index, it evaluates companies that excel in gender diversity within each sector. Sumitomo Forestry has continued to be selected for inclusion in this index since 2017, when the index was selected by GPIF.

\*2. This is an initiative where the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) jointly selects enterprises that are outstanding in terms of encouraging women's success in the workplace.