

November 29, 2024

For Immediate Release

Sumitomo Forestry Co., Ltd.

## **Revisions to Organizational Structure and Personnel Transfers**

Sumitomo Forestry Co., Ltd. hereby announces that the Board of Directors passed the following resolutions for organizational revisions and personal transfers on November 29, 2024.

### **I. Organizational revisions (as of January 1, 2025)**

#### **1. Reorganization of the Head Office**

##### **(1) Establishment of the Corporate Division**

The Corporate Division will be newly established, incorporating all organizations within the head office, except for the Customer Service Department and the New Business Development Department. This aims to strengthen collaboration among Head Office organizations, enhance personnel development and support functions for business divisions, and promote efforts to address various management challenges such as human resource development and DEI.

##### **(2) Abolishment of the Corporate History Compilation Department**

The Corporate History Compilation Department under the Corporate Communications Department will be abolished as it has completed its role with the publication of the company's 75th-anniversary corporate history at the end of October 2024.

#### **2. Reorganization of the Environment and Resources Division**

##### **(1) Establishment of the Forest Technology Department**

The Forest Technology Department will be newly established to consolidate the technical expertise of the Forest Resources Department and the Forest Carbon Sink Business Department. This department will focus on developing technologies to maximize the value of forests as natural capital.

##### **(2) Name change of the Forest Carbon Sink Business Department**

The Forest Carbon Sink Business Department will be renamed the Forest Asset Development Department to reflect its role in managing forest funds and acquiring new forest assets.

#### **3. Reorganization of Timber and Building Materials Division**

##### **(1) Name change of the Business Development and Manufacturing Department**

To clarify its role as an organization driving the realization of "WOOD CYCLE" through integrated manufacturing and sales, while accumulating expertise and promoting both new project materialization and existing business reforms, the Business Development and Manufacturing Department will be renamed the Manufacturing Department.

#### **4. Reorganization of Housing Division**

##### **(1) Name change of the Construction Process Innovation Department**

The Construction Process Innovation Department will be renamed the Construction Process Improvement Department. It will consolidate production information across all processes, from basic design to on-site construction for Sumitomo Forestry homes, aiming to enhance overall production efficiency and reduce costs.

##### **(2) Establishment of the Technology Development Department**

To strengthen the rental and commercial construction business, the Technology Development Department will be newly established under the Asset Solutions Department. This department will focus on developing technologies and products specifically for rental and commercial buildings.

### **(3) Review and reorganization of branches**

The Tokyo Branch will be abolished, and the Kansai and Tokai Branches will be reorganized to serve as regional coordination offices for the respective departments (Administration and Planning Department, Marketing and Promotion Department, Design Management Department, Architectural Design Department, Construction Management Department, Quality Assurance Department) of the head office in Osaka and Nagoya. These branches will strengthen the coordination and management of department representatives stationed in their respective regions.

Additionally, they will assume a new role in establishing a BCM framework and providing alternative functions for the Headquarters in the event of emergencies, such as a major epicentral earthquake in the metropolitan area.

### **(4) Establishment of new branches and name change of the Residential Property Development Department**

To further expand the rental, commercial construction, and subdivision businesses, the following organizational changes will be implemented:

- i. A new Metropolitan Forest-Maison Branch will be established under the Asset Solutions Department.
- ii. New Metropolitan Urban Development Branch and Kansai Urban Development Branch will be established under the Residential Property Development Department.
- iii. Following the establishment of the above branches, the Residential Property Development Department will be renamed the Urban Development Department.

## II. Personnel changes (as of January 1, 2025)

### 1. Changes in duties and responsibilities of officers (as of January 1, 2025)

[New]	[Old]	
Representative Director President and Executive Officer (Direct supervision: New Business Development Department and Customer Service Department)	Representative Director President and Executive Officer (Direct supervision: New Business Development Department, Customer Service Department, and <u>Quality Control and Worker Safety Management Department</u> )	Toshiro Mitsuyoshi
Representative Director Executive Vice President <u>Divisional Manager of Corporate Division</u> and administering Lifestyle Service Division	Representative Director Executive Vice President Administering Lifestyle Service Division, <u>and in charge of General Administration, Legal, Secretary, External Relations, Corporate Communications, Human Resources Development, D&amp;I, IT Solutions, and Internal Audit</u>	Tatsumi Kawata
Director Senior Managing Executive Officer Divisional Manager of Global Construction and Real Estate Division and administering Timber and Building Materials Division	Director Senior Managing Executive Officer Administering Timber and Building Materials Division, <u>and in charge of Tsukuba Research Institute, and</u> Divisional Manager of Global Construction and Real Estate Division	Atsushi Kawamura
Director Managing Executive Officer <u>Deputy Divisional Manager of Corporate Division (overseeing Corporate Planning Department ▪ Finance)</u> , General Manager of Corporate Planning Department of Corporate Division and administering Environment and Resources Division	Director Managing Executive Officer Administering Environment and Resources Division, <u>in charge of Finance and Sustainability, and</u> General Manager of Corporate Planning Department and <u>Productivity Enhancement Department of Corporate Planning Department</u>	Nobuyuki Otani
Managing Executive Officer Deputy Divisional Manager of Global Construction and Real Estate Division (overseeing North America Business), Sumitomo Forestry America, Inc. (President and General Manager of Housing Department)	Managing Executive Officer Deputy Divisional Manager of Global Construction and Real Estate Division ( <u>in charge of</u> North America Business), Sumitomo Forestry America, Inc. (President and General Manager of Housing Department)	Atsushi Iwasaki
Executive Officer Environment and Resources Division (Jakarta Office) and President and Representative Director of NeXT FOREST Corporation	Executive Officer Environment and Resources Division (Jakarta Office), <u>President of Sumitomo Forestry (Singapore) Ltd.</u>	Masanobu Nishikawa

	and President and Representative Director of NeXT FOREST Corporation	
Executive Officer General Manager of Legal Department of <u>Corporate Division</u>	Executive Officer General Manager of Legal Department	Junko Saishu
Executive Officer <u>President and Representative Director of Sumitomo Forestry Home Engineering Co., Ltd.</u>	Executive Officer <u>President and Representative Director of Sumitomo Forestry Landscaping Co., Ltd.</u>	Yutaka Kamiya
Executive Officer General Manager of Kansai Branch of Housing Division <u>and General Manager of Kansai Forest Maison Sales Office of Asset Solution Department</u> and in charge of Osaka Headquarters (BCM)	Executive Officer General Manager of Kansai Branch of Housing Division and in charge of Osaka Headquarters (BCM)	Takumi Shimahara
Executive Officer General Manager of IT Solutions Department of <u>Corporate Division</u>	Executive Officer General Manager of IT Solutions Department	Tomio Tozaki
Executive Officer <u>Deputy Divisional Manager of Corporate Division (overseeing Sustainability, Quality Control and Worker Safety Management)</u> and General Manager of Sustainability Department of Corporate Division	Executive Officer General Manager of Sustainability Department	Yuko Iizuka
Executive Officer Deputy Divisional Manager of Housing Division (overseeing <u>Administration and Planning</u> , Customer Relations, Innovation Strategy and ), and General Manager of Administration and Planning Department, Housing Division	Executive Officer Deputy Divisional Manager of Housing Division (overseeing Customer Relations, Innovation Strategy and <u>Construction Materials Development</u> ), and General Manager of Administration and Planning Department, Housing Division	Kenji Inui
Executive Officer General Manager of Personnel Department of <u>Corporate Division</u>	Executive Officer General Manager of Personnel Department	Kazuo Maniwa
Executive Officer <u>Deputy Divisional Manager of Housing Division (in charge of Asset Solution and Urban Development Business)</u> and President and Representative Director of Sumitomo Forestry Home Service Co., Ltd.	Executive Officer President and Representative Director of Sumitomo Forestry Home Service Co., Ltd.	Kiyoshi Sakurai

**2. Officer and auditor appointments and retirements, changes in officer duties and responsibilities (as of March 28, 2025)**

[New]	[Old] (as of January 1, 2025)	
<u>Director (Outside Director)</u>		Kenji Sukeno
<u>(Retired from Director (Outside Director))</u>	<u>Director (Outside Director)</u>	Izumi Yamashita
<u>Executive Officer</u> Deputy Divisional Manager of Housing Division ( <u>overseeing</u> Technology and Product Development Department), General Manager of New Business Development Department and Deputy General Manager of Tsukuba Research Institute of Corporate Division	<u>Supervisory Officer</u> Deputy Divisional Manager of Housing Division ( <u>in charge of</u> Technology and Product Development Department), General Manager of New Business Development Department and Deputy General Manager of Tsukuba Research Institute of Corporate Division	Toshiya Sakamaki
<u>Executive Officer</u> Deputy Divisional Manager of Timber and Building Materials Division ( <u>in charge of</u> Manufacturing) and General Manager of Manufacturing Department of Timber and Building Materials Division	Deputy Divisional Manager of Timber and Building Materials Division ( <u>in charge of</u> Manufacturing Business) and General Manager of Manufacturing Department of Timber and Building Materials Division	Etsuya Yasui
<u>Supervisory Officer</u> General Manager of Kansai Administration Department of Housing Division, General Manager of Kansai Forest-Maison Sales Office of Asset Solution Department and in charge of Osaka Headquarters (BCM)	<u>Executive Officer</u> General Manager of Kansai Branch of Housing Division, General Manager of Kansai Forest-Maison Sales Office of Asset Solution Department and in charge of Osaka Headquarters (BCM)	Takumi Shimahara

<Reference> In conjunction with the above appointments and retirements, the directors to be decided by resolution at the General Meeting of Shareholders and the Board of Directors meeting on March 28, 2025 are as follows:

Akira Ichikawa	Chairman of the Board (Representative Director)
Toshiro Mitsuyoshi	President / Director (Representative Director)
Tatsumi Kawata	Director (Representative Director)
Atsushi Kawamura	Director
Ikuro Takahashi	Director
Nobuyuki Otani	Director
Mitsue Kurihara	Director (Outside Director)
Yuko Toyoda	Director (Outside Director)
Toshio Iwamoto	Director (Outside Director)
Kenji Sukeno	Director (Outside Director)

<Reference>

In conjunction with the above appointments and retirements, the executive officers to be decided by resolution at the General Meeting of Shareholders and the Board of Directors meeting on March 28, 2025 are as follows:

Toshiro Mitsuyoshi	President and Executive Officer
Tatsumi Kawata	Executive Vice President
Atsushi Kawamura	Senior Managing Executive Officer
Ikuro Takahashi	Managing Executive Officer
Nobuyuki Otani	Managing Executive Officer
Takahisa Higaki	Managing Executive Officer
Koji Tanaka	Managing Executive Officer
Atsushi Iwasaki	Managing Executive Officer
Yoichi Hosoya	Managing Executive Officer
Kazutaka Horita	Managing Executive Officer
Masanobu Nishikawa	Executive Officer
Junko Saishu	Executive Officer
Yutaka Kamiya	Executive Officer
Tomio Tozaki	Executive Officer
Yuko Iizuka	Executive Officer
Kenji Inui	Executive Officer
Kazuo Maniwa	Executive Officer
Kiyoshi Sakurai	Executive Officer
Toshiya Sakamaki	Executive Officer
Etsuya Yasui	Executive Officer

### 3. Supervisory Officer appointments and retirements (as of March 28, 2025)

#### [Appointees]

Takumi Shimahara	General Manager of Kansai Administration Department of Housing Division, General Manager of Kansai Forest- Maison Sales Office of Asset Solution Department and in charge of Osaka Headquarters (BCM)
Haruhiko Momose	Deputy Divisional Manager of Environment and Resources Division and General Manager of Forest Resources Department
Katsumi Toda	General Manager of Customer Service Department
Tomomitsu Yasunaga	President and Representative Director of Kowanomori Co., Ltd.
Tomoaki Hayashi	General Manager of Innovation Strategy Department of Housing Division
Hironori Kodama	General Manager of Marketing and Promotion Department of Housing Division

#### [Retirees]

Kanpei Tokunaga	Advisor of Sumitomo Forestry Landscaping Co., Ltd.
Ryoji Machino	Audit & Supervisory Board Member of Sumirin Fill Care Co., Ltd., Audit & Supervisory Board Member of Sumirin Enterprise Co., Ltd., Audit & Supervisory Board Member of Aqua Ignis Taki Hotel Asset Co., Ltd., Audit & Supervisory Board Member of VISON Hotel Management Co., Ltd., and Assistant to the Internal Audit Officer
Toshiya Sakamaki	Executive Officer, Deputy Divisional Manager of Housing Division (in charge of Technology and Product Development Department), General Manager of New Business Development Department and Deputy Director of Tsukuba Research Institute of Corporate Division

#### <Reference>

In conjunction with the above appointments and retirements, the supervisory officers as of March 28, 2025 are as follows:

\* Personnel changes at subsidiaries will take place after each company's General Meeting of Shareholders.

Takumi Shimahara	General Manager of Kansai Branch of Housing Division, General Manager of Kansai Forest Maison Sales Office of Asset Solution Department and in charge of Osaka Headquarters (BCM)
Takashi Okada	President and Representative Director of Igeto Co., Ltd.
Hiroshi Yoshida	President and Representative Director of Sumitomo Forestry Residential Co., Ltd.
Yuichiro Ono	Director of Nelson Pine Industries Ltd. and President of Sumitomo Forestry NZ Ltd.
Tsuyoshi Nagae	General Manager of External Relations Department of Corporate Division
Takashi Kamada	Deputy Divisional Manager of Timber and Building Materials Division
Kazuhiro Sugiyama	Director and Managing Executive Officer of Sumitomo Forestry Home Tech Co., Ltd.
Hiroki Nishihara	Deputy Divisional Manager of Housing Division (in charge of Construction Management, Construction Materials Development, Quality Assurance)
Tsuyoshi Kato	Chief Engineer of Environment and Resources Division (in charge of PLG Promotion)
Yasuyuki Shindo	President and Representative Director of Sumitomo Forestry Home Tech Co., Ltd.
Masakazu Takahashi	General Manager of Tsukuba Research Institute of Corporate Division
Kunio Imai	Deputy Divisional Manager of Global Construction and Real Estate Division, General Manager of Construction

Miyuki Nogiwa	Business Sub-Division, General Manager of Sales and Planning Department of Construction Business Sub-Division, and General Manager of Construction Department of Construction Business Sub-Division
Hiroyuki Noguchi	General Manager of Workstyle Diversification Department of Personnel Department of Corporate Division
Yujiro Yoshizawa	President and Representative Director of Sumitomo Forestry Landscaping Co., Ltd. Director and Vice President of Sumitomo Forestry America, in charge of real estate development, and General Manager of the Real Estate Development Department
Haruhiko Momose	Deputy Divisional Manager of Environment and Resources Division and General Manager of Forest Resources Department
Katsumi Toda	General Manager of Customer Service Department
Tomomitsu Yasunaga	President and Representative Director of Kowanomori Co., Ltd.
Tomoaki Hayashi	General Manager of Innovation Strategy Department Housing Division
Hironori Kodama	General Manager of Marketing and Promotion Department of Housing Division



#### 4. Personnel Changes of General Managers and General Managers etc. (as of January 1, 2025)

New	Old	Name
■As of January 1, 2025		
Supervisory Officer President and Representative Director of Igeto Co., Ltd.	Supervisory Officer General Manager of Osaka Branch of Timber and Building Materials Division, and in charge of Osaka Headquarters (BCM)	Takashi Okada
Supervisory Officer General Manager of External Relations Department of Corporate Division	Supervisory Officer General Manager of Business Development and Manufacturing Department of Timber and Building Materials Division	Tsuyoshi Nagae
Supervisory Officer Deputy Divisional Manager of the Housing Division (in charge of Technology and Product Development), General Manager of the New Business Development Department, and Deputy General Manager of the Tsukuba Research Institute of the Corporate Division	Supervisory Officer General Manager of the New Business Development Department, Deputy Divisional Manager of the Housing Business Division, and Deputy General Manager of the Tsukuba Research Institute	Toshiya Sakamaki
Supervisory Officer Deputy Divisional Manager of the Housing Division (in charge of Construction Management, Construction Materials Development, Quality Assurance)	Supervisory Officer General Manager of Construction Management Department of Housing Division	Hiroki Nishihara
Supervisory Officer Chief Engineer of Environment and Resources Division (in charge of PLG Promotion)	Supervisory Officer Deputy Divisional Manager of Environment and Resources Division (in charge of PLG Promotion)	Tsuyoshi Kato
Supervisory Officer President and Representative Director of Sumitomo Forestry Landscaping Co., Ltd.	Supervisory Officer General Manager of Tokyo Branch of Housing Division	Hiroyuki Noguchi
Supervisory Officer Director and Vice President of Sumitomo Forestry America, in charge of real estate development, and General Manager of the Real Estate Development Department	Supervisory Officer General Manager of Real Estate Development Department of Global Construction and Real Estate Division and President and Representative Director of SFC Asset Management Co., LTD.	Yujiro Yoshizawa
Supervisory Officer, Deputy Divisional Manager of Environment and Resources Division and General Manager of Forest Resources Department of Environment and Resources Division	Supervisory Officer, General Manager of Forest Resources Department of Environment and Resources Division	Haruhiko Momose
General Manager of Productivity Enhancement Department of Corporate Planning Department of Corporate Division	Sumitomo Forestry America (Eastwood Forests Office) and Group Manager of Forest Carbon Sink Business Department (U.S. Office)	Yusuke Watanabe
General Manager of External Relations Department of Corporate Division	General Manager of External Relations Department	Teruki Muraoka
General Manager of Intellectual Property Department of Legal Department of Corporate Division	General Manager of Intellectual Property Department of Legal Department, and General Manager of Legal Department	Yasuhiro Hachiya
General Manager of Forest Asset Development Department of Environment and Resources Division, SFC Asset Management Co., LTD.	SFC Asset Management Co., LTD., Group Manager of Forest Carbon Sink Business Department of Environment and Resources Division and Environment and Energy Department	Hiroshi Kunisaki

General Manager of Forest Technology Department of Environment and Resources Division	General Manager of Forest Carbon Sink Business Department of Environment and Resources Division	Sen Nishimura
Deputy Divisional Manager of Timber and Building Materials Division (in charge of Manufacturing ) and General Manager of Manufacturing Department	General Manager of Business Development and Manufacturing Department of Timber and Building Materials Division	Etsuya Yasui
General Manager of Business Solutions Department of Timber and Building Materials Division and President and Representative Director of Home Eco Logistics Co., Ltd.	President and Representative Director of Home Eco Logistics Co., Ltd. and Group Manager of Business Solutions Department of Timber and Building Materials Division	Mitsuhiro Tsurusaki
General Manager of Housing and Building Materials Department of Timber and Building Materials Division	President and Representative Director of Home Express Structure Design Co., Ltd.	Hyohei Nagasaki
General Manager of Osaka Branch of Timber and Building Materials Division and in charge of Osaka Headquarters (BCM)	General Manager of Business Solutions Department of Timber and Building Materials Division	Yoshio Kitagawa
General Manager of Cugoku Branch of Timber and Building Materials Division	General Manager of Housing and Building Materials Department of Timber and Building Materials Division	Shinya Takahashi
General Manager of Real Estate Development Department of Global Construction and Real Estate Division and President	Director of Sumitomo Forestry America, in charge of Real Estate Development, and General Manager of the Real Estate Development Department	Ippei Ikebuchi
General Manager of Customer Relations Department and Marketing and General Manager of Promotion Department of Housing Division	General Manager of Okayama Branch of Housing Division	Hiroki Miura
General Manager of Production Information Department of Innovation Strategy Department of Housing Division	Group Manager of Construction Process Innovation Department of Innovation Strategy Department of Housing Division	Atsushi Yumiba
General Manager of Asset Solution Department and General Manager of Metropolitan Forest-Maison Branch of Housing Division	General Manager of Asset Solution Department of Housing Division	Masaaki Ue
General Manager of Technology Development Department of Asset Solution Department of Housing Division	General Manager of Construction Process Innovation Department of Innovation Strategy Department of Housing Division	Takahiro Kawamura
General Manager of Urban Development Department and General Manager of Metropolitan Urban Development Branch of Housing Division	General Manager of Residential Property Development Department of Housing Division	Akihisa Yamaguchi
General Manager of Kansai Urban Development Branch of Urban Development Department of Housing Division	General Manager of Kyoto Branch of Housing Division	Hiroaki Nakakita
General Manager of Construction Management Department of Housing Division	Group Manager of Construction Management Department, Group Manager of Construction Management Department (Kanagawa Office), Leader of Residential Property Development Department and Leader of Human Resources Development of Housing Division	Kenichi Sonoda
General Manager of Tokai Branch, General Manager of Tokai Forest Maison Sales Office of Asset Solution Department and General Manager of Tokai Urban Development Sales Office of Urban Development Department of Housing Division	General Manager of Tokai Branch of Housing Division and General Manager of For-Sale Housing Department of Tokai Branch	Atsushi Isomura

General Manager of Ikebukuro Branch of Housing Division	General Manager of Tama Branch of Housing Division	Masatomo Teranishi
General Manager of Tama Branch of Housing Division	General Manager of Ikebukuro Branch of Housing Division	Isao Takahashi
General Manager of Kofu Branch of Housing Division	General Manager of Hamamatsu Branch of Housing Division	Kazumasa Ono
General Manager of Shonan Branch of Housing Division	Group Manager of Yokohama-Kita Branch Sales Group of Housing Division	Tomoyuki Saito
General Manager of Saitama-Nishi Branch of Housing Division	Sub-Group Manager of Nagoya-Chuo Branch Sales Group of Housing Division	Katsufumi Okita
General Manager of Kyoto Branch of Housing Division	General Manager of Kobe Branch Hanshin Sales Office of Housing Division	Hideo Ikeura
General Manager of Shiga Branch of Housing Division	General Manager of Matsuyama Branch Kochi Sales Office of Housing Division	Hiroshi Horibe
General Manager of Fukuyama Branch of Housing Division	Group Manager of Kumamoto Branch Design Group of Housing Division	Yukio Kihara
General Manager of Okayama Branch of Housing Division	General Manager of Fukuyama Branch of Housing Division and Group Manager of General Administration Group	Yoshihisa Umebayashi
General Manager of Shizuoka-Higashi Branch of Housing Division	General Manager of Shiga Branch of Housing Division	Toshikatsu Miyazaki
General Manager of Hamamatsu Branch of Housing Division	Group Manager of Hokuriku Branch Sales Group of Housing Division	Mitsuhiro Takeda
President and Representative Director of Sumirin Wood Peace Co., Ltd.	Director of Sumirin Wood Peace Co., Ltd.	Koji Nagaoka
President and Representative Director of Home Express Structure Design Co., Ltd.	Home Express Structure Design Co., Ltd. And Manager of Housing and Building Materials Department of Timber and Building Materials Division	Yukihiro Chujo
President and Representative Director of Sumitomo Forestry Singapore	General Manager of Real Estate Development Department of Global Construction and Real Estate Division	Arata Sakai
Representative Director of SFC Asset Management Co., LTD. and Group Manager of Real Estate Development Department of Global Construction and Real Estate Division	Representative Director of SFC Asset Management Co., LTD. and Group Manager of Real Estate Development Department of Global Construction and Real Estate Division	Seita Kisanuki
President and Representative Director of Sumirin Care Life Co., Ltd.	Director and Executive Officer, Sumirin Care Life Co., Ltd.	Ryosuke Tatsumi