



June 2, 2025

For Immediate Release

Name of Company: Sumitomo Forestry Co., Ltd.  
(Code No. 1911, Prime Market, Tokyo Stock Exchange)  
Representative: Toshiro Mitsuyoshi, President and Representative Director  
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## Notice Regarding Details of Our Employee Stock Compensation Plan

At a Sumitomo Forestry Co., Ltd. (hereinafter, Sumitomo Forestry or the Company) Board of Directors meeting held on January 31, 2025, it was resolved to introduce a stock compensation plan (hereinafter, the Plan) for our employees. The details of the trust to implement the Plan are as follows.

### 1. Outline of the trust

|                         |  |
|-------------------------|--|
| (1) Name                | Stock Grant Trust for Employees  |
| (2) Consignor           | Sumitomo Forestry Co., Ltd.  |
| (3) Trustee             | Sumitomo Mitsui Trust Bank, Limited<br>(Re-entrustment trustee: Custody Bank of Japan, Ltd.)                                 |
| (4) Beneficiary         | Employees who meet the beneficiary requirements  |
| (5) Trust administrator | A third party independent of the Company and its directors will be selected  |
| (6) Proxy voting        | The trustee shall exercise voting rights throughout the trust period in accordance with instructions from the trust manager. |
| (7) Type of trust       | Trust of money other than “money trusts” ( <i>kinsen-shintaku</i> ) (third-party-benefit trust)                              |
| (8) Trust contract date | June 9, 2025   |
| (9) Trust funding date  | June 9, 2025   |
| (10) Trust end date     | June 31, 2031 (scheduled)  |

### 2. Matters concerning the acquisition of Company shares by the trustee of the trust

|  |   |
|--|---|
| (1) Type of shares to be acquired                                    | Common shares   |
| (2) Amount of funds to be entrusted by the Company to acquire shares | 4,000,000,000 yen   |
| (3) Method to acquire shares   | Acquisition through transactions on the stock exchange market |