

Corporate Governance

Date of final changes: April 1, 2022
Sumitomo Forestry Co., Ltd.
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The Company's corporate governance overview is as follows.

I. Basic Philosophy on Corporate Governance, Capital Structure, Corporate Attributes and Other Basic Information

1. Basic Philosophy

The Sumitomo Spirit seeks to benefit society by placing emphasis on fairness and integrity, and our corporate philosophy aims to contribute to a sustainable and prosperous society through all types of housing-related services that utilize healthy and environmentally friendly wood. Based on these principles, the Company strives to ensure management transparency, the appropriateness and legality of its business operations, and timely decision making and execution. In addition, through these initiatives, the Company seeks ongoing improvement and reinforcement of its corporate governance to continuously increase corporate value and manage its operations in a manner that lives up to the expectations of various stakeholders of the Group.

The Company's Basic Philosophy regarding corporate governance and its basic policies have been set out in its Basic Policy on Corporate Governance and is published on the Company's website for your reference.

http://sfc.jp/english/corporate/corporate_governance.html

[Reasons for Not Implementing Specific Principles of the Corporate Governance Code] **REVISED**

Entries are based on the Corporate Governance Code revised in June 2021.

The Company complies with all Principles of the Corporate Governance Code.

[Disclosure Based on Specific Principles in the Corporate Governance Code] **REVISED**

Entries are based on the Corporate Governance Code revised in June 2021.

[Principle 1-4] (Strategically Held Shares)

Article 5 of the Basic Policy on Corporate Governance makes stipulations on strategically held shares, as indicated below.

1. The Company may acquire and hold shares in its business partners and counterparties when the Company determines that such shareholdings will contribute to mid- to long-term enhancement of its corporate value from the perspective of, among others, maintenance and reinforcement of long-term and stable business relationships with those partners and counterparties as well as expansion of the Company's business as a result of such closer ties with those parties.
2. At the Board of Directors meeting, the Company will regularly examine whether the holdings of the shares under the preceding paragraph (strategically held shares) lead to the improvement of its corporate value through analyzing the relationship between the profits/risks associated with such holdings and the cost of capital, and will verify the purpose and rationale of such holdings. When the Company judges that the rationale and necessity of such holdings cannot be confirmed, it will reduce the number of such strategically held shares.
3. The Company will appropriately exercise its voting rights pertaining to its strategically held shares in accordance with its voting criteria and based on its comprehensive judgment from the perspective of the improvement of its corporate value.

In addition, to verify the rationality and necessity of cross shareholdings, the Board of Directors compared the returns of each of the strategically held shares to the hurdle rates set by the Company and also confirmed whether the holdings of such shares led to higher corporate value by verifying the status of transactions with the companies of the strategically held shares.

If a business partner or counterparty of the strategically held shares company suffers a long-term slump in business performance or seriously violates laws or causes scandal, the Company will judge how to exercise its voting rights pertaining to the strategically held shares by gathering information through dialogue with such counterparties.

[Principle 1-7] (Conflict of Interest Transactions)

Article 6 of the Basic Policy on Corporate Governance makes stipulations on conflict-of-interest transactions, as indicated below.

1. In the case where the Company enters into a material or irregular transaction involving a conflict of interest with any director of the Company, the Company shall obtain prior approval of the Board of Directors to ensure that such transaction does not harm the interests of the Company or the common interests of the shareholders.
2. The outcome of any transaction involving a conflict of interest under the preceding paragraph shall be reported to the Board of Directors.

[Supplementary Principle 2-4-1] (Securing Diversity in the Promotion and Other of Core Human Resources)

The Company hires diverse and highly capable human resources regardless of gender, nationality, newly graduated or mid-career, and conducts human resources development that is

tailored to individual career orientation, qualifications, experience, skills and other factors. In addition, we emphasize specialization, management skills and other qualifications when promoting employees to management level. Please refer to Section III-3 of this report for the current situation regarding the promotion of women to management-level positions. In addition, actual numbers of foreign (**non-Japanese**) and mid-career employees who were promoted to management-level positions are as follows, and the Company will continue to hire and promote such individuals

The actual ratio of managers who are mid-career employees is as follows.

2018/3/31	2019/3/31	2020/3/31	2020/12/31	2021/12/31
42.9%	42.6%	41.8%	41.5%	40.9%

At our overseas subsidiaries, there are 20 full-time foreign (**non-Japanese**) directors. The ratio of foreign (**non-Japanese**) who are full-time directors at our overseas subsidiaries is 37.7%.

The Company actively supports employees who have childcare or elderly care responsibilities at home and with the aim to create a work environment where senior citizens can maintain and work with a high level of motivation, we have implemented a human resources system that allows flexible work hours and are continuously working to build an IT infrastructure and in-house environment that enables remote work and other workstyles.

For information about our human resources development policy to ensure diversity and other details, please refer to the Company's website (<https://sfc.jp/information/society/social/>).

[Principle 2-6] (Exercising the Functions of Corporate Pension Asset Owner)

The Company invests pension assets through the Sumitomo Forestry Group Corporate Pension Fund in order to ensure the payment of pension benefits and others for executives and employees in the future. The Fund has established a governing body and a board of representatives in accordance with its terms, has stipulated management regulations of pension assets and has entrusted the management of pension assets to investment trustees based on the basic policy and the guidelines for pension management.

Furthermore, the Asset Management Committee has been established as an advisory body to the governing body and the board of representatives. The committee formulates and reviews the basic policy and the guidelines for pension management and the strategic asset composition ratios, and also selects and evaluates such investment trustees. Members of the governing body, the board of representatives and the Asset Management Committee are selected from among the specialists with expertise and experience related to the Company's Finance Department and Human Resources Department, and the Company has developed and maintained a system to properly verify appropriate management of pension assets.

[Principle 3-1] (Enhancement of Information Disclosure)

(1) The Company's goals (corporate philosophy, etc.), management strategy and management plan

For details regarding the Company's goals, please refer to the Company's website.

https://sfc.jp/information/company/keiei_rinen/

In addition, management strategies and management plans were disclosed in February 2022 in our long-term vision, Mission TREEING 2030, as well as in our three-year Medium-Term Management Plan (December 2022 fiscal term ~ December 2024 fiscal term). For details, please refer to the IR information on the Company's website.

<https://sfc.jp/information/ir/>

(2) The Company's Basic Philosophy and its basic policies regarding corporate governance have been set out in its Basic Policy on Corporate Governance, which is published on the Company's website for your reference.

http://sfc.jp/information/company/taikei/corporate_governance.html

(3) Article 14 of our Basic Policy on Corporate Governance outlines the policy behind determining remuneration for directors and executive officers, per below.

1. Remuneration for directors and executive officers will be determined at the Board of Directors meeting taking into account the views of the Nomination and Remuneration Advisory Committee and based on the following policy. Furthermore, the amount of director remuneration will be within the parameters specified by a General Meeting of Shareholders resolution.

(i) The remuneration plan should be highly linked not only to short-term performance but also to medium- to long-term performance and improvement of corporate value

(ii) The plan should be linked to value to be newly created and provided in the course of promoting the ESG integrated management

(iii) The plan should be designed to be linked to the shareholder value of the Company;

(iv) The remuneration level should be such that the Company can secure and maintain the human resources necessary to achieve its long-term vision; and

(v) The plan should ensure transparency and objectivity in the remuneration determination process.

2. Composition of remuneration for directors (excluding outside directors) and executive officers shall be as follows. However, remuneration for outside directors shall be a fixed remuneration only.

(i) fixed remuneration commensurate with responsibilities and roles

(ii) annual performance-based Bonus as a short-term incentive

(iii) fperformance-based restricted stock remuneration as a medium- to long-term incentive
3. From the perspective of ensuring objectivity and appropriateness, the level of remuneration will be set with reference to the levels of other companies as surveyed by outside professional organizations, with the aim of achieving the mid- to high-level of remuneration in companies of similar size. The Company will revise the remuneration levels as necessary in response to changes in the external environment.

(4) Article 13 of the Basic Policy on Corporate Governance makes stipulations regarding the qualifications, appointment policy and others of candidates for director, statutory auditor and executive officer, as indicated below.

1. The Board of Directors determines the candidates for directors, statutory auditors and executive officers from among persons of upstanding character and insight who are valuable to the management of the Company, taking into consideration the opinions from the Nomination and Remuneration Advisory Committee.
2. When directors, statutory auditors and executive officers violate laws, regulations and the Company's articles of incorporation or other grounds considered to be difficult to appropriately perform their duties occur, the Board of Directors will determine removal of the position of relevant director, statutory auditor and executive officer, other disposition or the submission of the proposal to dismiss the relevant director, statutory auditor and executive officer to the Company's General Meeting of Shareholders taking into consideration the opinions from the Nomination and Remuneration Advisory Committee.

(5) For individual explanations regarding the selection and appointment of candidates for director and statutory auditor and regarding the dismissal of directors and statutory auditors, please refer to the reference materials for the Notice of Convocation for the General Meeting of Shareholders.

[Supplementary Principle 3-1-3(Sustainability Initiatives and Other)]

The Company discloses its sustainability initiatives every year in the Sustainability Report, which we consider an important tool to communicate with investors and other stakeholders. In addition to information about sustainability management, E (environment report), S (social report) and G (governance), details about our policy on human resources and policy on intellectual property are disclosed on the Company's website. We also publish a Highlight Pamphlet with details about noteworthy sustainability initiatives. Regarding the impact of climate change, the Company announced its support of TCFD in July 2018 and discloses relevant information based on the TCFD framework in the Sustainability Report as well as the Integrated Report.

*Sustainability Report: <https://sfc.jp/information/society/>

Policy on human resources: <https://sfc.jp/information/society/social/>

Policy on Intellectual property: <https://sfc.jp/information/society/governance/intellectual-property.html>

Disclosure based on TCFD framework:

<https://sfc.jp/information/society/environment/climate-change/>

[Supplementary Principle 4-1-1] (Summary of Scope of Delegation by Top Management)

The Company has implemented the executive officer system and by dividing decision-making and supervisory functions from operational functions, it has reinforced the ability of the Board of Directors to oversee and supervise executive officers. Specifically, in accordance with the Regulations of the Board of Directors, in addition to matters set out in laws and regulations, the Board of Directors makes decisions regarding important operational matters, such as items related to the management plan and other. For important items outside operational matters, in accordance with the Regulations of Administrative Authority, authority is delegated to the president, the executive officer in charge or other.

[Principle 4-9] (Standards to Determine the Independence and Qualifications of Outside Officers)

The Company has established standards regarding the independence of outside officers and has disclosed them in this report under section II.1 Independent Officers.

[Principle 4-10-1] (View on the Independence of the Composition of Voluntary Committees, Authority, Role, and etc.)

To secure transparency and ensure fairness, the Board of Directors has established the Nomination and Remuneration Advisory Committee as an advisory body that gives opinions regarding decisions on candidates of director and statutory auditor, appointments of executive officer, dismissals of director, statutory auditor and executive officer, evaluations of chief executive officer and executive officer, and remuneration for director and executive officer. The composition of the Nomination and Remuneration Advisory Committee in terms of the composition of internal and outside directors has been set as two internal directors and three outside directors, with outside directors being the majority. However, we have also added outside statutory auditors (three people) as members with the thinking that including outside statutory auditors, who oversee the execution of duties by directors from an independent perspective, would ensure greater fairness and transparency. As a result, while outside directors do not constitute a majority of the membership, a majority of the committee are outside officers, either an outside director or an outside statutory auditor. In addition, with the committee chairperson of the Nomination and Remuneration Advisory Committee being an outside director, we have determined that the committee is sufficiently independent and that its monitoring function has been enhanced.

[Supplementary Principle 4-11-1] (View on balance of Knowledge, Experience and Capabilities of the Board of Directors as a Whole, Diversity and Size, and Policy and Procedures for Appointing Directors)

Article 11 of the Basic Policy on Corporate Governance specifies the composition of the Board of Directors, as indicated below.

The Board of Directors is constituted by not more than 17 members. In order to effectively discharge the Board of Directors' roles and responsibilities, consideration will be given to the diversity of its members in terms of gender, nationality and other factors. The Board should also be comprised of persons with professional and diverse knowledge, experience and capability, including:

1. those with extensive experience and track record regarding the Group's business;
2. those with extensive experience and track record in corporate management, industries, policies or the like; and
3. those with expertise in law, accounting or the like.

Furthermore, Article 13 of the Basic Policy on Corporate Governance stipulates the qualifications and appointment of director and statutory auditor candidates and executive officers (refer to [Principle 3-1](4)).

In addition, please refer to the attached materials at the end of this report for a skill matrix.

[Supplementary Principle 4-11-2] (Concurrent Board Positions Held by Company Directors and Statutory Auditors)

Please refer to the Notice of Convocation of the General Meeting of Shareholders and others for information regarding concurrent board positions held by the Company's directors and statutory auditors at other listed companies.

[Supplementary Principle 4-11-3] (Summary of Analysis/Evaluation and Results of Overall Effectiveness of the Board of Directors)

1. Method of evaluation

This fiscal year and with guidance from an outside organization, the effectiveness of the Board of Directors was evaluated through a self-evaluation and analysis using a survey submitted by each of the directors and statutory auditors (the method of response was anonymous with responses sent directly to an outside organization, which maintained anonymity) and an outside evaluation of the survey results. In addition, an evaluation was conducted based on the implementation status of the role of the Board of Directors as set out in the Company's Basic Policy on Corporate Governance (hereinafter, current status) and an exchange of opinions with directors and statutory auditors.

2. Result of evaluation

- As a result of the evaluation described in 1., the Company believes that the Board of Directors is functioning effectively.
- In terms of areas cited for improvement last fiscal year, the Company created a reporting line for the Internal Audit Department to report internal audit matters directly to the Board of Directors. In addition, cooperation between the Internal Audit Department and

outside officers was strengthened with opportunities to exchange opinions between the two parties and criteria related to the reappointment of outside officers was established.

- Future challenges based on opinions include further improving the quality of materials and other measures to enhance efficiency of the management of the Board of Directors meetings, and the regular monitoring of the progress of the Medium-Term Management Plan at the Board of Directors.

The Company will continue to work on improving these recognized issues to further enhance the effectiveness of the Board of Directors.

[Supplementary Principle 4-14-2] (Policy on Director/Statutory Auditor Training)

Article 15 of the Basic Policy on Corporate Governance sets out training for directors, statutory auditors and executive officers, as indicated below.

1. The Company will develop a training system required for its directors, statutory auditors and executive officers to appropriately fulfill their roles and responsibilities.
2. The Company will provide its directors, statutory auditors and executive officers with information and training opportunities upon initial appointment and continuously thereafter.
3. The Board of Directors will verify whether the provision of information and training opportunities under the preceding paragraph has been performed appropriately.

[Principle 5-1] (Policy Regarding Constructive Dialogue with Shareholders)

Article 18 of the Basic Policy on Corporate Governance stipulates policies on dialogue with shareholders, as indicated below.

1. Upon receipt from any shareholder of a proposal for dialogue, the Company will engage in constructive dialogues with shareholders to a reasonable extent that is considered beneficial to a sustained growth and mid- to long-term improvement of its corporate value.
2. The policy for dialogues with shareholders is as follows:
 - (i) Dialogues with shareholders in general are overseen by the executive officer in charge of corporate communications.
 - (ii) While engaging in dialogues with shareholders, the Corporate Communications Department will play a central role, while the Corporate Planning Department, the Finance Department, the General Administration Department, the business departments and other relevant divisions will appropriately exchange information with each other and cooperate organically.
 - (iii) The Company will pursue enhanced dialogues with shareholders by such means as holding financial results briefings and developing investor relations (IR) activities in Japan and abroad.

- (iv) Any information or opinions obtained through dialogues with shareholders will be reported as necessary to the Board of Directors.
- (v) When engaging in a dialogue with shareholders, the Company will appropriately control important information including insider information in accordance with its internal rules and others.

2. Capital Structure

Ratio of shares owned by foreigners (non-Japanese)	20%~30%
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[Situation Regarding Major Shareholders] REVISED

Name or Designation	Number of Shares Held (Shares)	Ratio (%)
The Master Trust Bank of Japan, Ltd. (trust account)	23,411,300	11.65
Sumitomo Metal Mining Co., Ltd.	10,110,316	5.03
Custody Bank of Japan, Ltd. (trust account)	9,727,000	4.84
The Iyo Bank, Ltd.	5,849,591	2.91
Kumagai Gumi Co., Ltd.	5,197,500	2.59
Sumitomo Corporation	4,383,200	2.18
Sumitomo Life Insurance Company	4,227,000	2.10
The Hyakujyushi Bank, Ltd.	4,197,790	2.09
SMBC Nikko Securities Inc.	4,076,300	2.03
Sumitomo Mitsui Banking Corporation	3,536,399	1.76

Controlling Shareholders (other than parent company)	---
Parent Company	None

Supplementary Information REVISED

The Revised Large Shareholding Report dated May 7, 2021, of Mitsubishi UFJ Financial Group and two companies that are joint holders, and the Revised Large Shareholding Report dated January 11, 2022, of SMBC Nikko Securities Inc. and two companies that are joint holders, were submitted and the reports regarding the shareholdings of each of these companies have been received. However, as of December 31, 2021, because the actual number of shares owned could not be confirmed, they are not reflected in the above Situation Regarding Major Shareholders.

3. Corporate Attributes

Stock exchange listings and market classification	First Section, Tokyo Stock Exchange
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Fiscal year-end	December
Industry	Construction
Number of employees as of previous fiscal year-end (consolidated)	At least 1,000
Total revenues in previous fiscal year-end (consolidated) REVISED	At least 1 trillion yen
Number of consolidated subsidiaries	At least 300

4. Policy for Measures to Protect Minority Shareholders When Conducting Transactions and Other with the Controlling Shareholder

5. Other Exceptional Circumstances that May Have a Material Impact on Corporate Governance

II. Situation Regarding Corporate Governance Structure in Terms of Managerial Decision Making, Management Organization Related to Execution and Oversight, and Others.

1. Composition of institutions, items related to organizational operation

Organizational configuration	Company with financial auditors
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[Board of Directors]

Number of directors stipulated in the Articles of Incorporation	12
Term of directors stipulated in the Articles of Incorporation	1 year
Chairman of the board of directors	Chairman (except in situations where the chairman is also the president)
Number of directors	9
Election of outside directors	Elected
Number of outside directors	3
Number of outside directors designated as independent directors	3

Relationship with the Company (1)

Name	Attributes	Relationship with the Company*
Junko Hirakawa	Attorney	
Izumi Yamashita	From another company	
Mitsue Kurihara	From another company	h. △

*Selection items related to Relationship with the Company

*A circle indicates that the item applies to the individual “currently or in the recent past” and a triangle indicates it applies to the individual “in the past.”

*A filled-in circle indicates an item applies to a close family member “currently or in the recent past” and a filled-in triangle indicates an item applies to a close family member “in the past.”

- Is an executive of the listed company or its subsidiary
- Is an executive or a non-executive director of the parent company of the listed company
- Is an executive of a subsidiary company of the parent company
- Is a person or an executive of a party whose major customers include the listed company
- Is a person or an executive of a party who is a major customer of the listed company

- f. In addition to director compensation, receives from the listed company a large sum of money or other assets as a consultant, accounting specialist, legal specialist
- g. Is a major shareholder of the listed company (when the shareholder is a corporate entity, an executive of that corporate entity)
- h. Is an executive of the listed company's client company (and does not apply to either d, e or f; applies to the individual in question only)
- i. Is an executive of a company with which there is a reciprocal arrangement to appoint an outside director (applies to the individual in question only)
- j. Is an executive of a party to whom the listed company makes contributions to (applies to the individual in question only)
- k. Other

Relationship with the Company (2) **REVISED**

Name	Independent officer	Supplementary information related to the criteria	Reasons for appointment
Junko Hirakawa	Yes	---	A lawyer with extensive actual work experience in corporate legal affairs both in Japan and overseas. Based on her relevant experience and knowledge, fulfills an important role in reinforcing our corporate governance. In addition, she has no relationship with any of our affiliated companies, major shareholders, major business transaction companies, and others; nor has she received large remuneration or other types of financial gain and is therefore considered sufficiently independent.

Izumi Yamashita	Yes		Based on a wealth of experience in the financial industry and extensive knowledge as a member of top management, fulfills an important role in reinforcing our corporate governance. In addition, he has no relationship with any of our affiliated companies, major shareholders, major business transaction companies, and others; nor has he received large remuneration or other types of financial gain and is therefore considered sufficiently independent.
Mitsue Kurihara	Yes	While the Company has borrowings from the Development Bank of Japan, which Ms. Kurihara was formerly affiliated with, the borrowing amount is less than 0.1% of the Company's consolidated total assets. Given the scale and type of transaction and based on our determination that it would not influence shareholder or investor decisions, we have omitted an overview.	Based on a wealth of knowledge and experience in the financial field, thereby fulfills an important role in reinforcing our corporate governance. In addition, she has no relationship with any of our affiliated companies, major shareholders, major business transaction companies, and others; nor has she received large remuneration or other types of financial gain and is therefore considered sufficiently independent.

Voluntary advisory body comparable to a Nominating Committee and Compensation Committee	Exists
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Situation Regarding Voluntary Advisory Bodies, Composition of Members, and Affiliation of the Chairman

	Name of committee	Total number of members	Full-time members	Number of internal directors	Number of outside directors	Number of outside experts	Other	Chairman
Voluntary advisory body comparable to a Nominating Committee	Nominating and Remuneration Advisory Committee	8	0	2	3	0	3	Outside director
Voluntary advisory body comparable to a Compensation Committee	Nominating and Remuneration Advisory Committee	8	0	2	3	0	3	Outside director

Supplementary Information

To secure transparency and ensure fairness, the Board of Directors has established as an advisory body a Nomination and Remuneration Advisory Committee to call on opinions regarding decisions on director and statutory auditor candidates, executive officer appointments, director, statutory auditor and executive officer dismissals, chief executive officer and executive officer evaluations, and director and executive officer compensation. The Nomination and Remuneration Advisory Committee is composed of the chairman, the president and all the outside officers (three outside directors and three outside auditors), and a majority of the committee members are outside directors and one of the outside directors serves as the committee chairperson.

[Statutory Auditors]

Establishment of the Board of Statutory Auditors	Yes
Number of statutory auditors stipulated in Articles of Incorporation	The maximum number is not stipulated.
Number of statutory auditors	5

Cooperation between Statutory Auditors, Accounting Auditors and the Internal Audit Department **REVISED**

The statutory auditors oversee the independence of the accounting auditors and scrutinize the opinions of the accounting auditors to examine and to determine whether or not financial reports, accounting reports, accounting processing methods and others are in accordance with

fair accounting principles. To prepare the Audit Report, statutory auditors and accounting auditors hold meetings and in addition, exchange information when needed in an effort to conduct smooth, effective audits.

The Internal Audit Department is responsible for internal audits and works with statutory auditors to conduct audits on the appropriateness and legality of daily business operations. After the audit, the person in charge of the Internal Audit Department seeks to share that information by submitting an audit report to the president, executive officers in charge and the statutory auditors. In addition, plans and results of internal audits are directly reported to the Board of Directors and opportunities to exchange opinions on internal audits between the Internal Audit Department and outside officers are provided.

Election of outside statutory auditors	Elected
Number of outside statutory auditors	3
Number of outside statutory auditors designated as independent auditor	3

Relationship with the Company (1)

Name	Attributes	Relationship with Company
Yoshitsugu Minagawa	Other	
Yoshimasa Tetsu	Certified Public Accountant	j. △
Makoto Matsuo	Lawyer	

*Selection items related to Relationship with the Company

A circle indicates that the item applies to the individual “currently or in the recent past” and a triangle indicates it applies to the individual “in the past.”

*A filled-in circle indicates an item applies to a close family member “currently or in the recent past” and a filled-in triangle indicates an item applies to a close family member “in the past.”

- a. Is an executive at the listed company or its subsidiary
- b. Is a non-executive officer or an accounting advisor of the listed company or its subsidiary
- c. Is an executive or a non-executive officer of a parent company of the listed company
- d. Is a statutory auditor of the parent company of the listed company
- e. Is an executive officer of an affiliate subsidiary of the listed company
- f. Is a person or an executive of a party whose major customers include the listed company
- g. Is a person or an executive of a party who is a major customer of the listed company
- h. A consultant, accountant or lawyer who receives a large monetary compensation or other property (other than remuneration as the outside statutory auditor) from the listed company
- i. Is a major shareholder of the listed company (in cases where the major shareholder is a corporate entity, an executive of that corporate entity)
- j. Is an executive of a customer (for which f, g or h does not apply) of the listed company

k. Is an executive of a company with which there is a reciprocal arrangement to appoint an outside director (applies to the individual in question only)

l. Is an executive of a party to whom the listed company makes contributions to (applies to the individual in question only)

m. Other

Relationship with the Company (2) **REVISED**

Name	Independent officer	Supplementary information related to the criteria	Reasons for appointment
Yoshitsugu Minagawa	Yes		Has a wealth of experience and high level of knowledge in agriculture, starting with forest administration, which we have determined are being utilized for the Company's audit operations. In addition, he has no relationship with the Company's affiliated companies, major shareholders, main transaction parties or other, and is not receiving large monetary compensation or other types of financial gain and is therefore considered sufficiently independent.
Yoshimasa Tetsu	Yes	Is from the Company's auditor Ernst & Young ShinNihon LLC but resigned in June 2011 and has since been working independently as a certified public accountant. Based on our determination that it would not influence shareholder or investor decisions, we have omitted an overview.	As a certified public accountant, has a high level of specialized knowledge and a wealth of experience in financial and accounting matters, which we have determined are being utilized for the Company's audit operations. In addition, he has no relationship with the Company's affiliated companies, major shareholders, main transaction parties or other, and is not receiving large monetary compensation or other types of financial gain and is therefore considered sufficiently independent.

Makoto Matsuo	Yes		As a lawyer with extensive experience in corporate legal affairs both in Japan and abroad, appropriately executes the Company's audit operations with his specialized perspective. In addition, he has no relationship with the Company's affiliated companies, major shareholders, main transaction parties or other, and is not receiving large monetary compensation or other types of financial gain and is therefore considered sufficiently independent.
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[Independent Officers]

Number of independent directors	6
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Other Items Related to Independent Officers

[Criteria for independence]

If none of the following apply, an individual will be considered independent.

1. An executive of the Company
An executive officer, operating officer, manager or other type of employee (hereinafter, executive) of the Company, its subsidiary or affiliate
2. Consultant and other
 - (1) An employee, partner or other type of worker of a financial auditing company conducting financial audits for the Company or its subsidiary.
 - (2) A lawyer, certified public accountant, tax attorney or other type of consultant who has received from the Company or its subsidiary outside of director compensation an annual average of 10 million yen or more in money or other types of financial gain in the past three fiscal years.
 - (3) An employee, partner, associate or other type of worker of a law office, audit company, tax accountant office, consulting firm or other type of advisory firm that is a major transaction party to the Company or its subsidiary (has received from the Company or its subsidiary payment equivalent to 2% or more of average consolidated total revenues of the past three fiscal years).
3. Major shareholder (fiduciary owner)
An individual (or in the case of a corporate entity, an executive of that entity) who directly or indirectly owns at least 10% of the Company's total voting rights.
4. Major shareholder (owner)
An executive of a corporate entity that the Company or its subsidiary owns at least 10% of their total voting rights.
5. Transaction parties

- (1) Customers (major transaction parties): An individual (or in the case of a corporate entity, an executive of that entity) to whom our sales amount to that individual or corporate entity is 2% or more of the Company's total consolidated revenues.
- (2) Suppliers (major transaction parties of the Company): An individual (or in the case of a corporate entity, an executive of that entity) to whom our purchase amount from that individual or corporate entity is 2% or more of the Company's total consolidated revenues.
- 6. Lenders
Lenders who have lent the Company 2% or more of total consolidated assets (or in the case of a corporate entity, an executive of that entity).
- 7. Contribution recipients
An individual (or in the case of a corporate entity, an executive of that entity) that the Company or its subsidiary has contributed an average 10 million yen a year or 2% of total income, whichever is higher, over the past three fiscal years.
- 8. Family
A spouse or relative within the second degree of an individual who cannot be declared independent according to this standard (excluding persons of no importance*).
- 9. Past requirements
An individual for which item 1 within the past 10 years, or item 2 or 7 within the past 5 years, applies.
- 10. Outside director reciprocal appointments
An executive or full-time auditor of a company that has an outside director who is an executive director or full-time auditor of the Company or its subsidiary.

*Persons of no importance, in line with the independence standards stipulated by the Financial Instruments Exchange, is defined as follows.

- For each company, an individual who is not an executive director, operating officer, manager or general manager level employee.
- For advisory firms such as law offices, audit companies or other, an individual who is not the firm's employee, partner or associate.

Furthermore, all outside officers who have fulfilled the criteria for independent officers shall be designated independent officers.

[Incentives]

Status of implementation of measures to grant incentives to directors	Implementation of a financial-performance-linked compensation system, stock option system, and other
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Supplementary Information **REVISED**

The Company has implemented annual performance-based Bonus and performance-based restricted stock remuneration plan For details, please refer to the Directors Remuneration section below.

Grantees of stock options

Internal directors, others

Supplementary Information

Stock-based compensation stock options in the form of new stock acquisition rights are granted to directors (excluding outside directors) and executive officers.

In fiscal 2015, 285 options to eight directors (excluding outside directors) and 103 options to 11 executive officers were granted.

In fiscal 2016, 295 options to eight directors (excluding outside directors) and 119 options to 13 executive officers were granted.

In fiscal 2017, 273 options to eight directors (excluding outside directors) and 112 options to 12 executive officers were granted.

From fiscal 2018, the Company has decided to no longer issue new stock options.

[Director Remuneration]

Disclosure status (of individual director remuneration) **REVISED**

We disclose remuneration of some individuals only

Supplementary Information **REVISED**

For the December 2021 fiscal term, total director remuneration was 498 million yen, of which 302 million yen was basic remuneration, 31 million yen was stock remuneration and 165 million yen was bonus remuneration. Information about individuals whose total remuneration and other was 100 million yen or over is indicated in the Annual Securities Report.

Policy for determining amount and calculation method of remuneration **REVISED**

Exists

Disclosure of Policy for Determining Amount and Calculation Method of Remuneration

As part of an effort to fulfill the Group's management philosophy, the Company has created an officer remuneration system to ensure that directors and statutory auditors appropriately fulfill their roles in line with stakeholder expectations.

1. Basic policies

The remuneration of directors of the Company is designed in accordance with the following policies:

- i. The remuneration plan should be highly linked not only to short-term performance but also to medium- to long-term performance and improvement of corporate value;
- ii. The plan should be linked to the value to be newly created and provided in the course of promoting the ESG integrated management;
- iii. The plan should be designed to be linked to the shareholder value of the Company;
- iv. The remuneration level should be such that the Company can secure and maintain the human resources necessary to achieve its long-term vision; and
- v. The plan should ensure transparency and objectivity in the remuneration determination process.

2. Remuneration level

From the perspective of ensuring objectivity and appropriateness of the executive remuneration, the level of remuneration for directors of the Company will be set with reference to the levels of other companies as surveyed by outside professional organizations, with the aim of achieving the mid-to-high level of remuneration in companies of similar size. The Company will revise the remuneration levels as necessary in response to changes in the external environment.

3. Composition of remuneration

The remuneration for directors of the Company comprises (i) fixed remuneration commensurate with the director's responsibilities and roles, (ii) annual performance-based Bonus as a short-term incentive, and (iii) performance-based restricted stock remuneration as a medium- to long-term incentive. Thus, the remuneration plan is designed to encourage management efforts from a short-term, and medium- to long-term perspective and to appropriately reward the results of such efforts. The remuneration for outside directors, who are responsible for management supervision from an independent standpoint and not in a position to execute business is composed solely of fixed remuneration.

4. Policy for determining the amount of fixed remuneration

The amount of fixed remuneration is determined based on the following policy:

- i. The Company will determine the amount of fixed remuneration for each position of director in accordance with their responsibilities and roles. The fixed remuneration will be on a monthly basis, and a fixed monthly amount will be paid in cash on a fixed date of each month.
- ii. The amount of remuneration for outside directors, consisting only of monthly remuneration as fixed remuneration, will be determined in accordance with their responsibilities and roles.
- iii. The amount of remuneration for directors (total of fixed remuneration and annual performance-based Bonus) will be up to 650 million yen per year (of which up to 60 million yen per year is for outside directors) based on the resolution of the general meeting of shareholders.

5. Policy for determining the method of calculation of the amount of the annual performance-based Bonus

The method of calculation is determined based on the following policy:

- i. The Company will pay an annual performance-based Bonus to each Subject Director as a short-term incentive.
- ii. The amount of annual performance-based Bonus will be determined through comprehensive judgment based on the amount obtained by multiplying the standard Bonus amount determined for each position by the payment rate which varies in proportion to the base profit for each business year (the amount obtained by deducting actuarial differences regarding employees' retirement benefit obligation, and net income attributable to non-controlling interests from consolidated recurring income for the fiscal year covered).
- iii. The Company adopts the method of amortizing actuarial differences regarding employees' retirement benefit obligation in a lump sum in a single business year. Accordingly, any significant fluctuation in such actuarial differences due to stock price fluctuations, interest rate conditions, or otherwise at the end of the business year will have a significant impact on the business performance. Therefore, for the calculation of the base profit, the Company uses the consolidated recurring income after deducting actuarial differences regarding employees' retirement benefit obligation.
- iv. The payment of annual performance-based Bonus will be determined by the Board of Directors within the limit of the remuneration amount (total amount of fixed remuneration and annual performance-based Bonus) for directors approved at the general meeting of shareholders (650 million yen per year (of which up to 60 million yen per year is for outside directors)), based on the view of the Nomination and Remuneration Advisory Committee chaired by an outside director, in which outside officers constitute a majority of its members.

6. Policy for determining the method of calculation of the amount of performance-based restricted stock remuneration

The method of calculation is determined based on the following policy:

- i. The Company will vest performance-based restricted stock remuneration in each Subject Directors as a medium- to long-term incentive.
- ii. The performance-based restricted stock remuneration is structured to reflect the Company's performance during each period (three years) of the medium-term management plan in the level of vesting. The standard stock remuneration amount prescribed for each position consists of (i) a portion linked to the growth rate of the Company's market capitalization relative to TOPIX (two-thirds of the Standard Stock Remuneration Amount by Position), and (ii) a portion linked to the achievement rate of the greenhouse gas emission reduction target based on SBT (Science Based Targets) (one-third of the Standard Stock Remuneration Amount by Position), each during the subject period.
- iii. The stock remuneration amount to be vested in each Subject Director will be determined by the Board of Directors after the end of the subject period by calculating the cumulative amount of stock remuneration during the subject period based on the actual

value of each evaluation index, taking into account the views of the Nomination and Remuneration Advisory Committee.

- iv. The amount to be vested as performance-based restricted stock remuneration will be 100 million yen or less per business year based on a resolution of the General Meeting of Shareholders. Similarly, the number of shares to be delivered per business year will be 100,000 shares or less.

7. Remuneration composition ratio

The plan has been designed so that the ratio of fixed remuneration to variable remuneration for directors should be 60 to 40 when the base profit is 100 billion yen. Specifically, fixed remuneration accounts for 60%, annual performance-based Bonus (variable) accounts for 25%, and performance-based restricted stock remuneration (variable) accounts for 15% of the total remuneration, respectively. The remuneration for outside directors consists solely of fixed remuneration.

8. Remuneration governance

The matters regarding executive remuneration, such as the amount of individual remuneration for directors, will be determined at the Board of Directors meeting taking into account the views of the Nomination and Remuneration Advisory Committee chaired by an outside director, in which outside officers (three outside directors and three outside statutory auditors) constitute a majority of its eight members.

9. Forfeiture of remuneration

In the event that the Board of Directors confirms any illegal or wrongful action or other misconduct by a Subject Director, the Company may demand restriction of the vesting of remuneration in such Subject Director, or return of the remuneration paid to such Subject Director.

10. Method of calculating the performance-based remuneration

(1) Annual performance-based Bonus (short-term incentive)

The amount of annual performance-based Bonus payable as short-term incentive remuneration will be determined through comprehensive judgment based on the amount obtained by multiplying the standard Bonus amount to be determined by position by the payment rate which is variable in proportion to the base profit for each business year (the amount obtained by deducting actuarial differences regarding employees' retirement benefit obligation, and net income attributable to noncontrolling interests from consolidated recurring income for the fiscal year covered). The formula for calculating the amount payable is as follows:

<Calculation Formula>

$$\text{Bonus amount} = \text{standard Bonus amount by position} \times \text{payment rate} (*)$$

* The payment rate range will be from 0% (lower limit) to 180% (upper limit).

(2) Performance-based restricted stock remuneration (medium- to long-term incentive remuneration)

Under the plan for performance-based restricted stock remuneration as a medium- to long-term incentive remuneration, in order to promote management that emphasizes medium- to long-term enhancement of shareholder value, restricted shares in a number corresponding to the achievement status of the medium-term management plan are granted to the Subject Directors after the end of the final business year of the three-year medium-term management plan period as an incentive for improving the Company's corporate value during the medium-term management plan period. The initial period covered by this plan will be three years from January 1, 2022 to December 31, 2024 (the "Initial Coverage Period").

The amount of performance-based restricted stock remuneration to be vested is calculated using two indicators. The calculation formulas are as follows:

i. Remuneration linked to the market capitalization growth rate

Remuneration linked to the market capitalization growth rate is designed to compare the Company's market capitalization growth rate with the TOPIX appreciation rate to objectively measure the Company's relative valuation in the stock market and reflect it in remuneration.

<Calculation Formula>

Remuneration linked to the market capitalization growth rate
= amount equivalent to two-thirds of the Standard Stock Remuneration Amount by Position \times vesting rate (the Company's market capitalization growth rate during the medium-term management plan period / TOPIX appreciation rate during the same period) (*)

* The vesting rate range will be from 0% (lower limit) to 120% (upper limit).

ii. Remuneration linked to the sustainability index achievement rate

Since the maximum vesting rate is set at 100%, if the Company fails to achieve the emission reduction target (*1) that it has set based on the SBT (Science Based Targets *2), the amount of remuneration vested in proportion to the target achievement rate will be reduced accordingly from the Standard Stock Remuneration Amount by Position, thereby providing a strong incentive to achieve the target.

<Calculation Formula>

Remuneration linked to the sustainability index achievement rate

= amount equivalent to one-third of the Standard Stock Remuneration Amount by Position × vesting rate (achievement rate of the SBT-based emission reduction target under the Medium-Term Management Plan) (*3)

- *1 The emission reduction target for the Initial Coverage Period has been set at – 21.7% compared to the Company’s figures in FY 2017.
- *2 “SBT” refers to the emission reduction targets set by companies and to be achieved in five to fifteen years in consistency with the level required by the Paris Agreement that was adopted at the 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP21) and took effect in 2016 (which sets a goal of limiting global temperature increase to well below 2°C above pre-industrial levels and pursuing efforts to limit the increase to 1.5°C).
- *3 The vesting rate range will be from 0% (lower limit) to 100% (upper limit).

[\[Support System for Outside Directors \(Outside Statutory Auditors\)\]](#)

Regarding outside directors’ attendance of the Board of Directors meetings and outside statutory auditors’ the attendance of Board of Statutory Auditor meetings and the Board of Directors meetings, the General Administration Department acts as secretariat in managing meeting schedules, providing materials and giving briefings to outside directors and outside statutory auditors to enable them to fulfill their oversight functions.

[\[Situation Regarding the Retirement of the President and Representative Director, and Others\]](#)

Names and other information of advisors, advisers, and other who were former president and representative director, or other
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Name	Title/Position	Work content	Work arrangements/conditions (full time, part time, paid or unpaid, other)	Retirement day of president or other	Term
Ryu Yano	Chief Corporate Advisor	Business activities, advice in response to management requests	Full time with pay	March 31, 2020	Prescribed

Total number of advisors, advisers, and other who were former president and representative director, or other	1
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Other items

1. The Chief Corporate Advisor will under no circumstances be involved in management decision making.
2. When necessary to raise corporate value and after taking the necessary procedures, the Company may assign a former director to conduct business activities, social contribution activities and other such duties. However, under no circumstances may he/she be involved in management decision making.
3. There will be no written mention of honorary advisers who have no actual duties, service, remuneration or other.

2. Items Related to Functions of Business Execution, Audits and Supervision, Nomination and Decisions on Compensation, etc. (Overview of the Current Corporate Governance System)

REVISED

The Company has adopted the structure of a company with the Board of Statutory Auditor and has the Board of Directors comprising 9 directors (7 males and 2 females), including 3 Outside Directors (1 male and 2 females), and the Board of Statutory Auditors comprising 5 statutory auditors (5 males), including 3 Outside Statutory Auditors (3 males). Under this organizational structure, we have introduced an executive officer system to separate decision-making and supervisory functions from execution functions.

(1) Decision-Making / Supervisory Functions

“Decision-Making / Supervisory Functions” are exercised at the Board of Directors meeting. Specifically, it usually meets once a month, making decisions on important issues, checking up on performance and other matters, and carrying out its supervisory functions. In addition, prior to the Board of Directors meeting, the Executive Committee, an advisory body for the president, holds a meeting twice a month, in principle, and is attended by those directors who also serve as executive officers(as of the date of submission of the Annual Securities Report, five directors(five males)), as well as the full-time statutory auditors(two males).

(2) Execution functions

In regard to “Execution functions,” the Board of Executive Officers, comprised of all executive officers (20 as of the date of submission of the Annual Securities Report (18 males, two females)), generally meets once a month to report progress on business execution matters and receive direction and information from the president about policies related to business execution.

- (3) Situation regarding initiatives to reinforce the capabilities of the statutory auditors, including cooperation with outside directors
- In regard to auditing, in accordance with the Auditors' Auditing Standards compiled by the Japan Auditors Association, Statutory Auditors Auditing Rules and Board of Statutory Auditors Regulations have been created in an effort to secure an effective corporate system of governance.
 - As assistants to the statutory auditors, ten auditing inspectors, who double as senior managers of major departments, are assigned particularly to enhance the function of audits from a practical perspective. In addition, to ensure the auditing inspector's independence, any transfer, performance assessment or disciplinary measure of an auditing inspector requires the permission of the statutory auditor.
 - The statutory auditors attend important meetings such as the Board of Directors meetings and Executive Committee meetings, and are able to obtain accurate information regarding the managerial decision-making process at appropriate times. To enhance the effectiveness of audits, the statutory auditors strive to cooperate with the accounting auditor as well as the Internal Audit Department. They also receive reports regularly from the divisions responsible for risk management and compliance, accounting and labor, and monitor and verify that internal controls are functioning effectively. The statutory auditors are also provided with opportunities to express their opinions regarding the directors' execution of operations whenever needed, which we believe provides sufficient objectivity regarding management.
 - In line with the monthly Board of Statutory Auditor, opportunities are provided for the assigned executive officers to explain matters discussed at the Executive Committee meeting so that all statutory auditors and outside directors can understand important matters in detail. The statutory auditors and representative directors also exchange opinions regularly.

With the above-mentioned procedures and practices, the Company has created a system that allows outside directors and statutory officers to reinforce supervision/monitoring functions of the directors in their execution of duties from the perspective of shareholders.

(4) Nominating and Remuneration Advisory Committee

To secure transparency and ensure fairness, the Board of Directors has established as an advisory body a Nomination and Remuneration Advisory Committee to call on opinions regarding decisions on director and statutory auditor candidates, executive officer appointments, director, statutory auditor and executive officer dismissals, chief executive officer and executive officer evaluations, and director and executive officer compensation. The Nomination and Remuneration Advisory Committee is composed of the chairman, the president and all outside officers (three outside directors and three outside auditors), and a majority of the committee members are outside directors and one of the outside directors serves as the committee chairperson.

(5) Internal Audit

Internal audits are the responsibility of the Internal Audit Department (currently 11 members as of the date of submission of the Annual Securities Report), which regularly conducts audits of the Company and each of the Group operations, audits documents and provides feedback to relevant parties after the audit to seek rectification and ensure the appropriateness of operations. In addition, through cooperation with auditors, it conducts audits of the appropriateness and legality of day-to-day operations of the entire Group. The person in charge of the Internal Audit Department submits an audit report to the president and the relevant executive officers and statutory auditors after completing the audit and works to share that information. In addition, plans and results of internal audits are directly reported to the Board of Directors and opportunities for outside officers to exchange opinions on internal audits are provided.

(6) Accounting Audit

Regarding Accounting Audits, the names and affiliated auditing companies of the certified public accountants in charge are as follows:

- Names of Certified Public Accountants

Designated Limited Partner employee, executive employee

Tatsuya Chiba (three consecutive years as auditor)

Yoshikatsu Nakahara (five consecutive years as auditor)

Natsuo Saiki (two consecutive years as auditor)

-Name of Affiliated Auditing Company

Ernst & Young ShinNihon LLC

(7) Contracts for Limitation of Liability

In accordance with the Companies Act, Article 427, Chapter 1, the Company has concluded a contract with each outside director and each outside statutory auditor that limits liability for damages as indicated in the Companies Act, Article 423, Chapter 1. The maximum liability for damages based on this contract is the total sum specified in the Companies Act, Article 425, Chapter 1.

(8) Directors and Officers Liability Insurance

The Company has made a contact with an insurance company directors and officers liability Insurance. . This liability insurance is to cover damages that may arise if the insured, in the execution of duties, is deemed liable or is being held accountable. The insured parties in this liability insurance are directors, statutory auditors and executive officers of the Company (including subsidiaries of the Company), and the insured does not pay insurance premiums. In addition, as a measure to ensure that the appropriateness of the insured's execution of duties is not compromised, the liability Insurance does not cover damages caused by illegally obtained personal gains or favors, or by criminal or other acts that are in violation of laws or regulations committed by the insured person with the knowledge that such acts are in violation of laws or regulations.

3. Reasons for Adopting Current Corporate Governance System

As a Company with Board of Company Auditors, to enable the Board of Directors to appropriately supervise management and to adopt a system that allows the independent statutory auditors to effectively monitor management, the Company is endeavoring to reinforce and coordinate both of these functions. Furthermore, with the executive officer system, management decision-making and supervision functions are separated from business execution functions, creating a structure that aims to reinforce the monitoring/supervision of business execution by the Board of Directors and clarify business execution responsibilities. Currently, the Company believes that this corporate governance system is effective and viable.

In addition, by appointing outside directors, the Company is strengthening the supervisory function of management and securing the transparency and soundness of management. Outside directors and outside statutory auditors are committee members of the Nominating and Remuneration Advisory Committee (one outside director serves as chairperson) to raise the transparency and fairness of director appointments, dismissals, compensation and other related matters.

III. Status of Implementation of Measures Related to Shareholders and Other Stakeholders

1. Measures to Revitalize the General Meeting of Shareholders and Facilitate the Exercise of Voting Rights **REVISED**

	Supplementary Information
Prompt delivery of the Notice of Convocation of the General Meeting of Shareholders	To deepen understanding of shareholders and for the convenience of overseas shareholders, the convocation notice is generally sent three weeks before the General Meeting of Shareholders. For the 82nd Ordinary General Meeting of Shareholders held on March 29, 2022, the Company electronically disclosed the convocation notice on the Company website on February 28 th , seven days prior to mailing out the convocation notice (on March 7 th of the same year) and on TDnet on March 1 st , the following day.
Setting the date of the General Meeting of Shareholders to avoid overlap	Held in March when there are few general shareholder meetings of other companies.
Exercise of voting rights by electromagnetic means	Voting rights can be exercised by electromagnetic means (Internet, mobile phones and other).
Participation in a platform to exercise voting rights by electromagnetic means and other measures to enhance the environment for institutional investors to exercise voting rights	Since the 70 th Ordinary General Meeting of Shareholders held in 2010, the Company has been using an electronic voting rights platform operated by ICJ Co., Ltd., to enable institutional investors to exercise voting rights.
Provision for Notice of Convocation (summary) in English	Available on the Company website (http://sfc.jp/english/ir/meeting.html)

Other	The Notice of Convocation, Interim Report on the Outcome of the Voting by Shareholders with Voting Rights and Notice of Resolutions are available on the Company's website. (https://sfc.jp/information/ir/stockholder/information/)
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2. IR Activities **REVISED**

	Supplementary Information	Explanation by Representative
Creation and disclosure of Disclosure Policy	To enhance the transparency of management, and from a CSR (corporate social responsibility) perspective, the Company discloses not only information required by the Companies Act, the Financial Instruments and Exchange Act and other laws and regulations, but also aggressively discloses in a speedy and fair manner any information judged to be socially useful to shareholders and investors. In addition, the Company strives to improve management by communicating with a diverse range of stakeholders, starting with the capital markets, and reflecting information and opinions gained from them in management.	
Holding regular meetings for individual investors	We regularly participate in company explanation meetings and IR forums aimed at individual investors. -Host: Primarily, the executive officer in charge of IR -Content: Company introduction, business explanation, financial results explanation, etc. *For the December 2021 fiscal term (January ~ December), these events were cancelled due to COVID-19.	No

<p>Holding regular meetings for analysts and institutional investors</p>	<p>1) Financial results explanation (held for the 2nd quarter and year-end financial results) -Recent dates: August 11, 2021, February 15, 2022 -Hosts: President, executive officer in charge of IR -Content: Explanation of financial results for the December 2021 fiscal term (2nd quarter) and explanation of financial results for the December 2021 term (year-end), Medium-Term Management Plan, long-term vision and other</p> <p>2) Financial results explanation (held for the 1st quarter and the 3rd quarter financial results) - Recent dates: April 30, 2021, October 29, 2021 - Host: Executive officer in charge of IR - Content: Explanation of the December 2021 (1st quarter) financial results, December 2021 fiscal term(3rd quarter) financial results and other</p>	<p>Yes</p>
<p>Holding regular meetings for overseas investors</p>	<p>The Company regularly publishes its “Integrated Report” for overseas institutional investors. In addition, in September 2021 and March 2022, we conducted online IR meetings with overseas institutional investors. We also participated in an IR conference organized by a securities company in March 2022 where we met with many foreign (non-Japanese) investors.</p>	<p>Yes</p>
<p>Posting IR materials on the Company website</p>	<p>The Annual Securities Report, convocation notices for the General Meeting of Shareholders, resolution notices, earnings summaries, presentation materials for financial results announcements and business explanatory meetings, monthly order information and other are disclosed on the Company website (http://sfc.jp/english/ir/).</p>	
<p>Establishment of an IR department (person in charge)</p>	<p>The department that specializes in IR is part of the Corporate Communications Department and there are five people specifically involved in IR activities.</p> <p>(1) Executive officer in charge of IR: Tatsumi Kawata, Director and Senior Managing Executive Officer</p> <p>(2) People responsible for IR matters Toshihiro Horii, Corporate Communications Department General Manager Takuo Matsuka, Corporate Communications Department Group Manager</p>	

Other	The Company is conducting IR activities that consciously target individual investors, such as hosting explanatory meetings for individual investors, revamping the IR website and other. In addition, when updating the website or publishing printed materials, a conscious effort is made to utilize financial and non-financial information to deepen understanding about the Group's operations.	
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3. Measures that Consider the Interests of Stakeholders REVISED

	Supplementary Information	
Provisions made in internal regulations and other in consideration of stakeholders' interests	In 2017, the Company newly created the Sumitomo Forestry Group Code of Conduct by bringing together all its existing ethics-related guidelines. In the Sumitomo Forestry Group Code of Conduct, the Company states that the Company conducts business activities while aggressively seeking out opportunities to communicate with a diverse range of stakeholders.	
Promotion of environmental protection, corporate social responsibility (CSR) and other activities	<p>Our corporate philosophy is based on the Sumitomo Spirit, which seeks to benefit society by placing emphasis on fairness and integrity, and sets out to contribute to a sustainable and prosperous society through all types of housing-related services that utilize healthy and environmentally friendly wood. The Company stipulated its Environmental Philosophy in December 1994 and its Group-integrated Environmental Policy in October 2000. In addition, from fiscal 2009, the Company incorporated mid-term environmental goals as annual numerical targets in its Environmental Budget and for each organization, uses the PDCA cycle to steadily raise the level of its environmental activities. In July 2015, the Environmental Philosophy, the Environmental Policy, the Sumitomo Forestry Group Biodiversity Declaration and the Sumitomo Forestry Group Biodiversity Action Guidelines were integrated and put into operation as the Sumitomo Forestry Group Environmental Policy. This Policy, in addition to being printed in the employee handbook, is displayed as posters at each office, and is read through at new employee training sessions, ISO 14001 internal environmental auditor study seminars, department meetings and other opportunities to have every employee understand and embrace it.</p> <p>In addition, the CSR Mid-Term Plan, which summarizes the Company's environmental goals, began in fiscal 2015. Currently, it is formulated and managed as the Mid-Term Sustainability Targets as part of the medium term management plan, our business operation plan that began in fiscal 2019, to promote the integration of business and ESG initiatives. Once a year, the Company publishes a Sustainability Report about its overall sustainability initiatives, including its environmental protection activities.</p>	

<p>Establishment of policy concerning disclosure of information to stakeholders</p>	<p>The Group’s ethical action guidelines are summarized in the Sumitomo Forestry Group Code of Conduct, which sets out the Company’s thinking regarding the handling and disclosure of information.</p>
<p>Other</p>	<p>(Protection of Personal Information) Regarding the protection of personal information, in addition to internal regulations, such as personal information protection rules, the executive officer in charge of the General Administration Department is appointed the Chief Person in Charge of the Protection of Personal Information and the head of each organization is appointed Division Person in Charge of the Protection of Personal Information. For customer inquiries regarding the use of personal information, a Personal Information Inquiry Desk has been set up within the Customer Service Department. In addition, the Company is working to prevent the leakage of personal information by conducting group training and employee education sessions and raising awareness among contractors.</p> <p>(Promotion of Women’s Involvement) The Company is committed to creating a work environment where motivated employees can be actively involved regardless of nationality, age, gender or disability. In an endeavor to engage female employees in particular, the Company has sought to improve its systems related to childcare, education and training, and others, and at the same time, has taken a proactive stance on promoting the use of these systems.</p> <p>In December 2013, the Group revised and summarized three main policies to promote the active involvement of female employees (1. to create a positive work environment for women; 2. to leverage women’s unique creative powers; and 3. to spur innovation through the participation of women). These policies are positioned as the Sumitomo Forestry Group’s Declaration on Empowering Women, which the Group is actively promoting to enhance a common awareness within the Group.</p> <p>The numerical target of a 5.5% or greater ratio of women in managerial posts that was set in the 2021 Medium Term Management Plan was achieved (actual result, 5.6%). In the 2024 Medium Term Management Plan, the numerical target of women in managerial posts was raised to 8.1% or greater and initiatives to achieve that are underway. In addition to a mentorship program with a focus on management-position promotions and participation of female employees, the Company organized Women’s Conference 2020, a learning seminar targeted to young female employees, to explore careers, job satisfaction and unconscious biases. In addition, the Company held seminars for management-level employees who have female subordinates and is actively promoting employee active participation in internal and external training programs. Through these and other efforts, the Company is working to promote the active involvement of female employees to achieve its goals.</p>

The Company is also implementing initiatives to change employees' behavior and awareness. For example, for employees taking child-care leave, employees who have just returned to work from child-care leave and their supervisors, the Company held online seminars to exchange opinions and discuss career paths.

As of April 2020, the Company abolished the clerical staff position and newly created the office planning position. This system better enables female employees to envision their mid- to long-term career future and creates a path to appointment as managers.

The Company's ratio of female employees is as follows:

2018.3.31	2019.3.31	2020.3.31	2020.12.31	2021.12.31	2024.12.31
20.4 %	21.0%	21.6%	22.1%	22.6%	24.5% (plan)

The Company's ratio of females promoted to manager is as follows:

2018.3.31	2019.3.31	2020.3.31	2020.12.31	2021.12.31	2024.12.31
3.2%	3.7%	4.2%	4.8%	5.6%	8.1% (plan)

As of March 29, 2022, female executives comprise of two outside directors and two executive officers.

(Maintaining and improving employee health)

On October 1, 2021, the Company formulated the Sumitomo Forestry Group Declaration on Health Management with the belief that working to maintain and promote employee health contributes to the happiness of each employee, which in turn, raises productivity and work efficiency.

Based on the results of regular health examination checkups and stress check surveys, the Human Resources Division's Workstyle Support Department and the Healthcare Promotion Team formulate concrete plans and promote health management initiatives working with branch offices and Group companies. The organizational diagram is available using the following link.

https://sfc.jp/information/company/keiei_rinen/health-management/pdf/organization_diagram.pdf

In addition, the Human Resources Division's Workstyle Support Department has on staff a clinical psychologist and a public health nurse to respond to employee requests for consultation, to take preventative measures and to provide support for employees returning to work.

IV. Items Related to the Internal Control System

1. Basic Philosophy and operational status regarding the internal control system

The Company has made the following resolutions regarding the Board of Directors.

1. Basic Philosophy regarding the internal control system

(1) Since its establishment in the Genroku Era (1688-1704), the Sumitomo Business Spirit, as exemplified by such phrases as “placing prime importance on integrity and sound management” and “under no circumstances shall Sumitomo pursue easy gains or act imprudently,” has been the core of our management. Along with our philosophy of “national gratitude” where we aim to be a corporate entity that is truly essential to nations and society, our business stance to create “sustainable forestry” where we nurture and manage forests continuously in an environmentally conscious manner, and the “Sumitomo Business Spirit” where we benefit society by placing emphasis on fairness and integrity, the Company aims to contribute to a sustainable and prosperous society through all types of lifestyle-related services that utilize healthy and environmentally friendly wood. To realize these goals, the following five Action Guidelines have been set:

- We provide high-quality products and services that bring joy to our customers.
- With a fresh perspective, we create new jobs that lead to happiness for generations to come.
- We promote a free and open corporate culture that respects diversity.
- We set and strive to achieve ambitious goals through ongoing effort.
- We do work that wins us the trust of society with fair and honest conduct.

(2) The Company’s ethics guidelines and values, which all Group executives and employees must observe and which we are sincerely striving to fulfill, have been set forth as the Group Code of Conduct and other rules.

(3) Maintaining an uncompromising stance against anti-social activities is part of the Group’s basic policy and one that we adhere to.

2. Operational Status of the Internal Control System

(1) System to Ensure Compliance by Executives and Employees to Laws, Regulations and the Articles of Incorporation

- 1) The Company, as part of the Group’s basic policy, has positioned the promotion of compliance as an important management issue and is working to implement the systems and environment to secure this.
- 2) For the complete and thorough management of compliance, the Company has formulated relevant regulations and established a Company-wide compliance system with the aim to reinforce internal control functions and enhance remedial

capacity across the entire Group on an ongoing basis. It has done so by creating a horizontal, Group-wide compliance promotion committee and an internal reporting system (compliance counter) that can be used by the Group's and subcontractor's executives and employees, which reports to an outside law firm and the general manager of the General Administration Department.

- 3) For a system to adequately and appropriately protect financial and accounting statements and other information, the Company will formulate documents with relevant rules and the standardization of operational procedures. The Company has created a system where major departments verify the appropriateness of the financial reporting process and the effectiveness of internal control systems, which is then evaluated by the Internal Audit Department. The Company continues to work to improve the quality of internal control-related functions associated with the appropriateness of financial reporting.

(2) System for the Storing and Maintaining Information Related to Director Duties

- 1) The Company, in accordance with regulations regarding the storage and maintenance of documents and information, appropriately records and stores important documents, such as minutes of the General Meeting of Shareholders, minutes of the Board of Directors meetings and other legal documents, and other important documents related to decision making, such as requests for management approval.
- 2) The Company will work to improve the storage, viewing and sharing functions of information using IT.

(3) Regulations Concerning the Management of the Risk of Loss or Other Relevant Risk Management System at the Company and its Subsidiaries

- 1) With the aim to establish unified internal control and risk management systems, the Company has formulated regulations regarding risk management and at the same time, has created a committee on risk management, which grasps and assesses Group risks and formulates countermeasures. In such ways, the Company puts into place and reinforces in an ongoing manner the Group's risk management system.
- 2) The committee on risk management monitors the progress of countermeasures to various risk scenarios and makes regular reports to the Company's Board of Directors and statutory auditors.
- 3) For serious emergency situations that occur within the Group, Group employees must strive to appropriately apply the "two-hour rule" and report to Company top management in a timely manner. The Company works in an ongoing manner to reinforce the ability to avoid or reduce risk.
- 4) In preparation for large-scale disasters, pandemics and other emergencies, the Company promotes business continuity management (BCM) including the formulation of business continuity planning (BCP) to mitigate losses from continuing

business operations and thus creates a structure to handle emergency situations. Furthermore, the Company is providing the necessary guidance and advice on promoting BCM to subsidiaries.

- (4) System to Ensure the Effective Execution of Business Duties of Company Directors, Subsidiary Directors and Others
 - 1) With the implementation of the executive officer system, the Company has separated decision-making and supervisory functions from operational functions, and with the Board of Directors made up of a small number of members, has created a structure that allows for speedy decision making. Each of the executive officers, as the person in charge of the execution of operations, must effectively perform the duties of the operation he/she is responsible for under the guidance and supervision of the Board of Directors.
 - 2) To enable speedy decision making in response to changes in the operating environment and the optimal assignment of authority, the Company reevaluates in an appropriate manner the Board of Directors agenda criteria, administrative authority regulations and other.
 - 3) Based on the Group's long-term management plan, the Company formulates a medium term management plan as well as annual fiscal budget goals and concrete strategies for each business segment and strives to optimally and effectively allocate management resources to fulfill them.
 - 4) In compliance with internal regulations, the Company assigns a department with primary responsibility for each of the individual subsidiaries. The Company has officers and employees of the departments with primary responsibility assume the position of director at the subsidiaries and so on to appropriately manage the progress of management measures and policies and to effectively promote the execution of business duties at the subsidiaries.

- (5) System Regarding the Reporting by Directors and Others of the Subsidiaries on the Execution of Duties and System to Ensure the Appropriateness of Operations of the Corporate Entity Comprising of the Company and its Subsidiaries
 - 1) The Company, through the primary departments in charge, requires important subsidiary management issues to be brought up and the execution of duties to be reported to the Board of Directors, and in doing so, exercises a system of control, checks and balances for the entire corporate entity.
 - 2) The Company, to ensure effective internal controls of the entire corporate entity, formulates regulations for each of the subsidiaries. In addition, taking into account each company's situation, the Company puts in place an internal audit department and other efforts to promote an environment for autonomous, internal control at each company.

- 3) The Company, through the Internal Audit Department, the primary departments in charge, etc., reinforces the checks and balances system and strives in an ongoing manner to raise the quality of oversight and supervision functions, including enhancing compliance systems, of each of the subsidiaries.
- (6) In Situations Where the Company's Statutory Auditors Request Support Staff to Aid in Their Duties, Matters Concerning Support Staff to Statutory Auditors, the Independence of Support Staff from the Directors and Ensuring the Effectiveness of Statutory Auditors' Instructions to Support Staff.
- 1) The Company's representative directors and directors, upon discussion with the statutory auditors, may assign appropriate personnel as support staff to the statutory auditors, and in the event of a transfer, assessment or disciplinary action of such personnel, will seek the approval of the statutory auditors.
 - 2) As needed, the Company's statutory auditors will conduct audit work by directing support staff.
 - 3) The Company's statutory auditors, to ensure that the support staff's independence is not unfairly controlled, will make any necessary requests to the Company's representative directors or the Board of Directors. The representative directors or the Board of Directors will take the necessary measures in regard to these requests.
- (7) System for Reporting to Statutory Auditors by the Company's Directors and Support Staff, the Company's Subsidiary Directors and Others, Auditors, Staff and People Who Receive Reports from Them, and Other Systems Related to Reporting to Statutory Auditors.
- 1) The Company's statutory auditors, to grasp the decision-making process of important items and the execution of duties by directors, attend the Company's Board of Directors meetings and as needed, Executive Committee meetings and other important meetings.
 - 2) The Company's executives and employees, when requested by the statutory auditors to report on items related to their execution of duties, will do so in a timely manner. In addition, the Company's executives and employees, in the event they become aware of a situation that could cause grave damage to the Company, unethical behavior or a serious incident that is in violation of laws or regulations, must report to the Company's statutory auditors.
 - 3) The Company's statutory auditors receive regular reports from the Company's Internal Audit Department and others regarding the Group's compliance, status of risk management activities and internal audit results, and supervise and verify that they are all functioning effectively.
 - 4) The Company's representative directors regularly exchange opinions with the Company's statutory auditors and at the same time, work to secure an audit environment that ensures the effectiveness of audits.

5) The Company appoints appropriate personnel as statutory auditors for the major subsidiaries and regularly holds Group Board of Auditor meetings to improve the effectiveness of audits at each company and to exchange information.

(8) System to Ensure that People Who Have Made Reports Under the Provisions Listed Above Are Not Subjected to Disadvantageous Treatment

The Company, in the event that an executive or employee makes a report to the statutory auditors under the provisions listed above, will formulate rules and systems to ensure that the reporter is not subjected to disadvantageous treatment and in addition, will create a strict information management system for that reporter and the content of the report, and will ensure the full understanding of this to the subsidiaries.

(9) Matters Concerning Policy on Procedures for Prepayment or Refund of Expenses Arising in Relation to Performance of Duties as Statutory Auditors and Processing of Expenses or Obligations Arising in Relation to the Performance of Other Duties

The Company's Board of Statutory Auditors will accommodate for expenses required by statutory auditors for the execution of duties in the Company's budget. In addition, for emergency or extraordinary expenditures required by the Company's statutory auditors in the execution of duties, the statutory auditor may request a reimbursement from the Company after the fact. The representative directors or the Board of Directors will take the necessary measures in regard to these requests.

(10) Other Relevant Systems to Ensure the Proper Functioning of Audits

- 1) The Company's Board of Statutory Auditors will strive to ensure the effectiveness of audits by exchanging information and closely coordinating with the Company's Board of Directors during the process of important decision making.
- 2) The Company's Board of Statutory Auditors will regularly exchange information with Accounting Auditors to ensure more effective audits.

2. Basic Philosophy and Status of Efforts to Exclude Anti-Social Elements

The Company's Group basic policy is that anti-social elements will be met with a resolute attitude and no compromises will be tolerated.

The General Administration Department as the division in charge coordinates overall responses and systematically cooperates with external expert bodies, such as the police and lawyers, to gather information about anti-social elements, and when required, gives guidance in issuing warning notices.

In addition, in accordance with the enforcement of laws of each prefecture for the exclusion of crime syndicates, the Company takes appropriate measures, such as having all contracts that Group companies enter into with third parties standardized to include a clause to exclude anti-social elements.

V. Other

1. Adoption of Takeover Defense Measures

Adoption of takeover defense measures	None
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Supplementary Information

2. Other Items Related to Corporate Governance System, etc.

1. Internal system for the timely disclosure of corporate information

(1) Basic Policy

The Company, as part of the Sumitomo Forestry Group Code of Conduct, has stipulated that necessary information be disclosed in a timely and fair manner. In addition, with systems to manage and disclose concrete corporate information clearly regulated in the Regulations to Prevent Insider Trading, the Company works to create a structure to maintain and elevate the Company's social credibility in the stock markets.

(2) Disclosure System

The Company, in accordance with Regulations to Prevent Insider Trading, has appointed a person in charge of information handling (the executive officer in charge of the General Administration Department). An information management system has been put into place, with the Corporate Communications Department in charge of duties related to disclosing corporate information and the General Administration Department in charge of duties related to the management of corporate information and the appropriate and smooth enforcement of Regulations to Prevent Insider Trading. Furthermore, in compliance with Regulations to Prevent Insider Trading and internal decision-making procedures, the Company's disclosure system is as follows (refer to the afterword diagram for an organizational chart).

- 1) In the event of the emergence of information (important insider information) that applies to criteria set out in the Regulations to Prevent Insider Trading that may have an important impact on investment decisions by investors regarding the Company, Group companies, or other companies' operations, the head of the division in charge according to the nature of the information must report in a timely manner to the person in charge of handling information and the General Administration Department.
- 2) In the event of the emergence of important insider information related to a Group company, each Group company president must quickly relay this information to the head of the primary department in charge, as set out in the internal regulations.

3) Except for financial results information prepared by the Management Planning Department, the primary departments in charge or the primary departments in charge at each of the Group companies must report all important internal information to the General Administration Department, which will then conduct a detailed examination regarding the need for timely disclosure. Upon confirmation, with the guidance of the person in charge of handling information, the Corporate Communications Department, which assumes the Company's corporate communications function, will prepare disclosure materials (however, the Management Planning Department will prepare disclosure materials about financial results) and release them in a timely manner.

2. Check Function of Internal System Related to Timely Disclosure

For the timely disclosure of corporate information about the Company's Group, the Company has created a system where departments that handle important internal information closely discuss the need and method of timely disclosure with the General Administration Department, which serves as the secretariat for the Board of Directors, and with the Management Planning Department, which serves as the secretariat for the Executive Committee meetings.