

## Corporate Philosophy

The Sumitomo Forestry Group utilizes wood as a healthy and environmentally friendly natural resource to provide a diverse range of lifestyle-related services that contribute to the realization of a sustainable and prosperous society. All our efforts are based on Sumitomo's Business Spirit, which places prime importance on fairness and integrity for the good of society.

## Our Values

We provide high-quality products and services that bring joy to our customers.

We create new businesses that lead to happiness for generations to come with a fresh perspective.

We promote a free and open-minded 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.

## Sumitomo Forestry Group Code of Conduct

### Purpose and scope of application

Based on its Corporate Philosophy and Our Values, the Sumitomo Forestry Group shall manage its operations, including the supply chain, in accordance with this Code of Conduct.

### Fair and transparent corporate activities

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| 1.Strict adherence to laws and regulations | 8.Relationships with companies we do business with |
| 2.Prevention of corruption                 | 9.Protection of intellectual property rights       |
| 3.Fair business transactions               | 10.Protection of personal information              |
| 4.Fair accounting procedures               | 11.Responsible advertising/promotional efforts     |
| 5.Communication with stakeholders          | 12.Healthy relationship with the government        |
| 6.Maintaining confidentiality              | 13.Stance on organized crime                       |
| 7.Information security                     | 14.Establishment of a whistleblowing mechanism     |

### Ethical conduct


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| 15.Avoidance of a conflict of interest               | 18.Appropriate gift giving and entertainment        |
| 16.Prohibition of misappropriation of company assets | 19.Prohibition of political or religious activities |
| 17.Prohibition of insider trading                    |   |

### A respectful, healthy workplace

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| 20.Respect for human rights                                     | 26.Occupational health and safety |
| 21.Prohibition of discrimination and the promotion of diversity | 27.Human resources development    |
| 22.Prohibition of forced labor and child labor                  | 28.Prohibition of harassment      |
| 23.Freedom of association and collective bargaining rights      | 29.Protection of privacy          |
| 24.Appropriate working hours and wages                          |                                   |
| 25.Work/life balance  |                                   |

### Business activities that respect society and the environment

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| 30.Customer satisfaction and safety  | 32.Contribution to the local community |
| 31.Co-existence with the environment |  |

 **Sumitomo Forestry Group Code of Conduct** <https://sfc.jp/english/corporate/philosophy/code.html>

