

November 20, 2024

To whom it may concern

Sumitomo Mitsui Trust Group, Inc.
Sumitomo Mitsui Trust Bank, Limited

Sumitomo Mitsui Trust Group Receives Gold Rating on PRIDE Index Evaluation

We are pleased to announce that Sumitomo Mitsui Trust Group, Inc. (Director, President & CEO: Toru Takakura, hereinafter “SuMi TRUST Group”) received the top “Gold” rating on “work with Pride Association” (wwP)’s (*1) PRIDE Index, on November 14, 2024. In addition, Sumitomo Mitsui Trust Bank, Limited (Director, President: Kazuya Oyama, hereinafter “SuMi TRUST Bank”) was simultaneously awarded the Rainbow Award (*2), which acknowledges companies promoting positive collaboration or cooperation across sectors.



1. What is the “PRIDE Index”?

The PRIDE Index was developed by wwP in 2016 as Japan’s first index on companies’ LGBTQ+-related initiatives with the aim of creating comfortable and safe working environments for LGBTQ+ in Japan. The index is composed of five pillars; namely Policy (Action Declaration), Representation (LGBTQ+ network), Inspiration (Raising Awareness), Development (Human Resources Management Policy and Programs), and Engagement/ Empowerment (Social Responsibility and External Activities). Companies are evaluated based on these five pillars and assigned a rating of either gold, silver, or bronze.

2. Awards in FY2024

- (1) SuMi TRUST Group and our Group companies (*3) received the Gold rating
- (2) SuMi TRUST Bank received both the Gold Rating and the Rainbow Award (four consecutive years since 2021)

3. Our initiatives

SuMi TRUST Group holds the concept of diversity, equity, and inclusion, which is “leveraging the diversity and creativity of each individual in management,” as our Mission (Management Principles). We pledge in our Human Rights Policy that we shall not either violate human rights of LGBTQ+ or discriminate LGBTQ+ based on their sexual orientation or gender identity. While we have set up consultation counters for our employees and offers training sessions to them on a regular basis internally,

we have been working on this issue with local governments, organizations that help LGBTQ (*4), and local companies in each region externally.

We not only co-sponsored pride events all around the country (Sapporo, Osaka, Wakayama, Yamaguchi, Fukuoka) in addition to “Tokyo Rainbow Pride 2024” but also hosted a “Machida Rainbow Meeting” in FY2024, which thankfully brought us the highest rating, we believe. We will further strive to create a comfortable work place and environment for every employee as well as to encourage them to respect each other.

- (*1) wwP is a general incorporated association that helps companies and organizations deal with LGBTQ+ and promote the management with the sexual diversity in mind. The association hosts a conference on LGBTQ+ mainly for persons who take charge of human resources, human rights, diversity issues, etc. at companies and organizations once a year, operates the PRIDE Index, etc.
<https://workwithpride.jp/>(Japanese text only)
- (*2) The Rainbow Award is an index that evaluates companies and organizations who promote initiatives to create work environments/society where LGBTQ+ are free to be themselves in collaboration with others beyond the borders of companies/countries and regardless of types of organizations.
- (*3) Sumitomo Mitsui Trust Group, Inc., Sumitomo Mitsui Trust Bank, Limited, Sumitomo Mitsui Trust Asset Management Co., Ltd., Sumitomo Mitsui Trust Business Service Co., Ltd., Nikko Asset Management Co., Ltd., Sumitomo Mitsui Trust Card Co., Ltd., Sumitomo Mitsui Trust Club Co., Ltd., Sumitomo Mitsui Trust Panasonic Finance Co., Ltd., Custody Bank of Japan, Ltd., Sumitomo Mitsui Trust General Service, Inc.
- (*4) We use the word “LGBTQ” for LGBTQ+.

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