

November 11, 2020

To whom it may concern

Sumitomo Mitsui Trust Holdings, Inc.

Sumitomo Mitsui Trust Holdings receives Gold Rating on PRIDE Index Evaluation

We are pleased to announce that Sumitomo Mitsui Trust Holdings, Inc. (Director, President: Tetsuo Ohkubo, hereinafter “SuMi TRUST Holdings”) received the top rating of gold on the PRIDE Index which evaluates companies’ efforts toward inclusion for LGBTQ and other sexual minorities.

The PRIDE Index was established in 2016 as Japan’s first index that evaluates companies’ LGBTQ-related initiatives across five pillars: 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 on a three point scale: gold, silver, and bronze. Last year, SuMi TRUST Holdings and two group companies^(*1) received the gold award for our efforts to expand our initiatives in the entire group organization, after Sumitomo Mitsui Trust Bank, Limited (“SuMi TRUST Bank”) was awarded “Gold” for the second consecutive year in 2017 and 2018. As Sumitomo Mitsui Trust Business Service Co., Ltd. was added this year for the first time, SuMi TRUST Holdings and three group companies^(*2) received the gold award for our efforts as a group.

The SuMi TRUST Group holds the concept of diversity & inclusion in the sense of “leveraging the diversity and creativity of each individual in management” as its Mission (management principles). The Group declares that its Human Rights Policy includes the principle that the Group and its employees shall not violate human rights or discriminate against employee based on sexual orientation or gender identity.

To create a workplace in which LGBTQ and other sexual minority employees can fully demonstrate their abilities, we have put consultation centers, and revised human resources systems, employee benefits, and focusing on raising awareness of LGBTQ issues by continuing employee training. Also, we have sponsored Tokyo Rainbow Pride 2020 and started to offer mortgage loans that same-sex partners can apply for by considering them as spouses^(*3) since January 2018. Through these initiatives, we have expressed our support for LGBTQ inside and outside the Group.

The SuMi TRUST Group has formulated a “Declaration of Work Style Reform”. Our goal is to realize “a workplace where the diversity and creativity of its employees are more fully utilized to add value to the organization and where employees can have pride and be highly motivated in fulfilling their missions”. Aiming to achieve this, we will continue working to improve the environment and raise awareness.



*1 SuMi Trust Bank and Sumitomo Mitsui Trust Asset Management Co., Ltd.

Nikko Asset Management Co., Ltd. received “Gold” on a non-consolidated basis.

*2 SuMi Trust Bank, Sumitomo Mitsui Trust Asset Management Co., Ltd., and Sumitomo Mitsui Trust Business Service Co., Ltd.

Nikko Asset Management Co., Ltd., same as last year, received “Gold” on a non-consolidated basis

*3 It is necessary to submit a notarized document or other documentation designated by SuMi TRUST Bank.