Initiatives at Overseas Offices

New York Branch

Initiative 01 Establishment of a New Sustainability Policy

The New York branch has established a new Sustainability Policy. Previously, some departments were involved in ESG activities on an individual event basis, such as through volunteer activities and donations. However, to respond to the recent changes in awareness and trends regarding ESG in the US, the New York branch needed to work together to discuss and implement specific initiatives involving employees from a variety of angles, including sales and investment activities and managing risks such as climate change. As a first step, the New York branch will create and disseminate a Sustainability Policy based on the Basic Policy on the Social Responsibility of Sumitomo Mitsui Trust Group (Sustainability Policy), then proceed with activities to raise employee awareness and obtain more support from management.

Initiative 02 Support for New York's Health Professionals

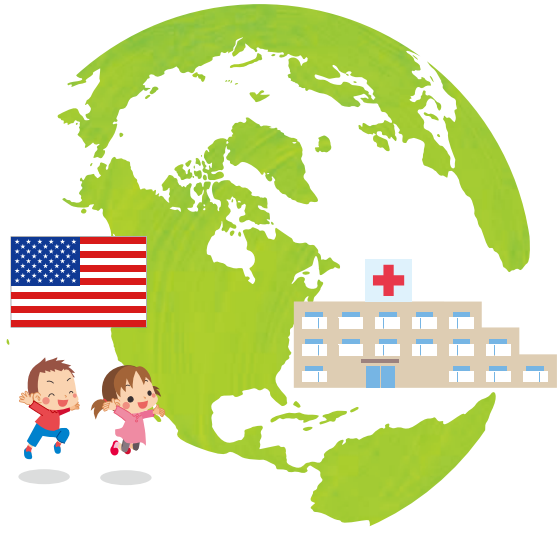
As a Japanese company operating in New York City, where the impact of the COVID-19 pandemic has been particularly severe, we wondered what we could do to help. Thus, in cooperation with local Japanese companies, the Japan Club, and the Japanese Chamber of Commerce and Industry (JCCI), we have been collecting donations and participating in the "Support COVID-19 Fighters! - Deliver Lunches to Medical Teams in New York" project.

Under the project, we have been delivering lunch once or twice a week since May 7 to medical workers on the frontlines in hospitals around New York City. Through the end of November, we delivered 5,720 lunches and continued this activity in December.





Members of Columbia Presbyterian Hospital
(logo and photo courtesy of the Japan Club)



London Branch

Initiative 01 Donation to Great Ormond Street Hospital

Since 2011 the London branch has made yearly donations to the Great Ormond Street Hospital instead of sending out Christmas cards. Founded in 1852, the Great Ormond Street Hospital is London's most famous hospital for children. It is also a charity organization. The hospital was a pioneer in the field of pediatrics by achieving numerous world firsts, including the first-ever successful bone marrow transplant in a patient with severe combined immunodeficiency. British author J.M. Barrie famously donated the copyrights to Peter Pan to the hospital, and donations received from the London branch and other donors are used for research on a number of life-saving treatments and for the operation of the hospital itself.



Donating with an employee whose child was treated at this hospital and recovered

Initiative 02 Committing to Invest in a European Environmentally Friendly Property Fund

In Europe, where environmental regulations are progressively being implemented, the London branch has committed to invest in a fund that specializes in environmentally certified real estate, with the aim of learning from the leading initiatives in this field and promoting environmentally friendly property initiatives in Japan. The fund manager is a leader in the environmentally friendly property sector in Europe, and the fund has received an award from a third-party organization as the best Green Fund for 2020 in the real estate sector. This investment goes beyond the normal scope of an investment and is aimed at introducing advanced European environmental initiatives to Japan. As such, we have been in discussions with the fund manager to establish an environmental fund targeting domestic real estate. Our Group's strength is in real estate, and we are working to become a leader in the environmental sector in Japan as well.


Munich's cityscape with its prominent rooftop greenery



The LEED logo displayed in the office



Sumitomo Mitsui Trust (Ireland) Limited

Initiative 01 Green Boardroom (February 2020)

In February 2020, our Irish subsidiary volunteered for a fund industry initiative in Ireland called Sustainathon 2020.

In this initiative, sustainable solutions for each industry were discussed. As a part of the discussion, we proposed the idea of "The Green Boardroom" for the fund administration industry.

The Green Boardroom Specifics:

1. Make all board meetings in our industry paperless by the end of 2021.
2. Promote reforestation in junior high schools and other facilities to establish a purified environment equivalent to the carbon footprint of our industry.

This concept is based on the Brainloop green boardroom solution that our Irish subsidiary has already implemented.

This proposal was selected as one of the four final candidates and we presented it to representatives of each industry. Our Irish subsidiary continues to promote a paperless environment, and the introduction of an electronic signature system (DocuSign) is also underway.



Sustainathon 2020


Sustainathon 2020 group photo

Initiative 02 Sumitomo Mitsui Trust (Ireland) Limited Discussion at the Board of Directors Meeting (March 2020)

At the November 2018 Board of Directors meeting, the chairman requested a commitment to sustainability initiatives at the local level. In response to this request, the activities of SuMi TRUST Bank were provided to all directors as reference materials. In addition, an employee-level culture working group (hereinafter referred to as the "Working Group") has been formed with members including the General Manager of the Human Resources Department, the General Manager of the Risk Management Department, the General Manager of the Corporate Governance Department, and the General Manager of the Compliance Department. The Working Group includes members from the Administration, Operations, Fiduciary Services, IT, and dispatched employees from SuMi TRUST Bank, and will discuss and review culture and sustainability activities.

The Working Group will submit a formal project plan to the Board of Directors by January 2021, covering topics such as diversity and inclusion, values of SuMi TRUST Global Asset Services ("SMT"), the SMT brand, and the SMT employee experience. Sustainability initiatives and corporate social responsibility will also be important considerations for this Working Group.

As part of the COVID-19 pandemic response, our Irish subsidiary decided to require all employees to telecommute as much as possible starting in March 2020. As of December 2020, the percentage of employees coming to the office has remained below 10%. As a result, the company is on track to go paperless and plans to keep it that way after the pandemic is over. The most recent ISAE 3402 audit report of the company was also done without the use of paper.

Singapore Branch

Initiative 01 Donations and Support for Youth Education Events

The POSB PAssionRun for Kids was held in Singapore in November 2020. This is an annual event co-hosted by POSB*1 (Postal Savings Bank) and PAssion*2 (People's Association). A portion of donations and participation fees from participants and sponsors are used to support the POSB PAssion Kids Fund, which organizes events and programs that contribute to the education and development of the youth.

Since 2012, the Singapore branch has made donations to the POSB PAssion Run for Kids every year, and many of our employees and their families have participated in the event. With the ban on large-scale events caused by the COVID-19 pandemic, the 2020 event was held virtually, with participants downloading an app on their smartphones and registering the distance they ran/walked between November 1 and 30.

As more people were becoming health-conscious due to telecommuting, they participated in the event by registering the distance they ran/walked at their own pace. Although the event was held virtually, it also served as a valuable opportunity to interact with local residents.

*1 POSB (Postal Savings Bank) is the oldest bank in Singapore, and is currently under DBS Bank, a comprehensive business partner of SuMi TRUST Bank.
*2 PAssion is the common name of The People's Association, a government organization.

Shanghai Branch

Initiative 01 Received the Charitable Trust Support Award

On November 28, 2020, SuMi TRUST Bank received the Charitable Trust Support Award at a charitable trust ceremony organized by Zijin Trust Co., Ltd. The company received the award in recognition of its contribution to help prevent the spread of COVID-19 as the Shanghai branch established a charitable trust in March 2020 and donated RMB 500,000 to a medical institution in Wuhan, China.



Award presentation

Zijin Trust Co., Ltd.

Initiative 01 Ongoing Charitable Trust Initiatives

Zijin Trust establishes a charitable trust every year on the anniversary of its founding. In 2020, its 10th anniversary, it held a large-scale establishment ceremony on November 28, inviting Nanjing city government officials and business partners. At the ceremony, Zijin Trust also awards settlors that have established charitable trusts in support of its cause, and one of the awards was given to the charitable trust established by the Shanghai branch of SuMi TRUST Bank in March 2020 to support medical institutions and healthcare professionals in Wuhan.

To make trust-based social contribution take root in China, Zijin Trust will continue to promote charitable trusts.



The 10th Charitable Trust Establishment Ceremony

Hong Kong Branch

The Hong Kong branch has recently formulated an internal SDGs Declaration. The branch formed a "Social Value Committee" with local employees and decided on a logo in a competition involving all employees. In addition to producing novelty items for various activities to boost the mindset of employees, the following two initiatives will be implemented.


The competition

Initiative 01 Recycling of Used Computer Accessories (Keyboard and Mouse) in Cooperation with Local Subsidiary in Hong Kong

Of the computers that were replaced as part of the internal office system upgrade, the Hong Kong branch and the Sumitomo Mitsui Trust (Hong Kong) Limited decided to donate keyboards (approximately 130 in total for the branch and subsidiary) and mice (approximately 60), which pose no risk of customer information leakage, to the Environmental Protection Department.

The department reuses the usable computer accessories it collects, and disassembles and recycles the others.

These activities are part of the Computer and Communication Products Recycling Programme promoted by the department, and this will be the first time that the Hong Kong branch participates.


Some of the keyboards and mice scheduled for donation

Initiative 02 Purchasing Christmas Cards from Charitable Organizations

In 2020, the Hong Kong branch placed a bulk order with The Salvation Army for Christmas cards to be mailed to business partners.

The Salvation Army is an international Christian church and United Nations NGO that promotes evangelism, medical care, welfare, education, community development, disaster relief, and support for victims of human trafficking in over 130 countries around the world, and has been in Hong Kong for 90 years.

The proceeds from the purchase are used to support various relief efforts in the area through the Salvation Army.

The Hong Kong branch plans to send out Christmas cards electronically from next year, but will continue to participate in other support activities in the area.



The Christmas card that was sent out (front)

Sumitomo Mitsui Trust (Hong Kong) Limited

Initiative 01 Assigning ESG Ratings to Asian Equities in the Investment Advisory Business

At the Sumitomo Mitsui Trust (Hong Kong) Limited, analysts provide investment recommendations on Asian equities to Sumitomo Mitsui Trust Asset Management. As part of this effort, the Company began assigning ESG ratings to covered equities in 2019. The rating system identifies ESG issues for each company based on ESG materiality (important issues for management), and uses external ESG data and other information to evaluate the company on a three-point scale (1>2>3). The ratings are then added as a qualitative assessment on performance, valuation, etc., and are reflected in the investment recommendations. Asian companies have been more limited in their information disclosure compared to their European and American counterparts, but it is expected that they will attract more attention as more information is disclosed. As of the end of October, the Sumitomo Mitsui Trust (Hong Kong) Limited has assigned ESG ratings to 276 equities.


Members of Investment Advisory 1, which started assigning ESG ratings

Sumitomo Mitsui Trust Bank (Thai) Public Company Limited

Initiative 01 Donating to Thailand's Education Support Fund

Sumitomo Mitsui Trust Bank (Thai) Public Company Limited recently made a donation of THB 500,000 (approximately ¥1.7 million) to an educational support fund in Thailand. The donation was made to a fund run by the Yuvabadhana Foundation, which focuses on supporting education through high school for the poor. The foundation started its activities in 1993, and currently over 9,400 students in 84 schools in Thailand are studying under the sponsorship of the foundation's programs.

The school education system in Thailand is almost the same as that in Japan, but it is characterized by a unified middle and high school system called "Matayomsuksa." The first three years (equivalent to junior high school in Japan) in the system are mandatory education. In provinces outside of the Thai capital of Bangkok, there is a need for both tangible and intangible support for teachers and schools, as well as for students, and the foundation is conducting various volunteer activities and sustainability workshops.

It has been five years since Sumitomo Mitsui Trust Bank (Thai) Public Company Limited was established in 2015. The company has been steadily expanding, thanks to the country of Thailand and its people. On this occasion, we decided to make a donation in support of the activities of this foundation, which is dedicated to solving poverty and education problems. Although Thailand does not yet have trust laws, we intend to continue social contribution activities in Thailand with a trust-like approach.



At the grounds of the Yuvabadhana Foundation



Initiatives at Group Companies

Nikko Asset Management

Initiative 01 Conducting Seminars by Experts in Environmental Protection

In accordance with the Environmental Policy formulated in 2010, the Tokyo office is actively taking environmental conservation into consideration in its activities centered on the asset management business, and is working to contribute to the SDGs. In February 2019, we established an environmental working group consisting of volunteers from within the company.

This working group focuses on promoting office activities such as energy and resource conservation in an effort to encourage environmental management. In 2020, we invited environmental experts from the United Nations Environment Programme Finance Initiative (UNEP FI) and WWF (World Wide Fund for Nature) Japan as lecturers to share their recommendations from the front lines. In addition to learning about the reality of global warming, the current state of environmental destruction in forests, and the rapid increase in endangered species, the experts' assertion that "climate risk has become corporate risk" made participants think deeply about the current state of the planet, which we cannot ignore as an asset management company, as a single company, or as individuals.



Intranet banner for environmental questionnaire


Zoom seminar

Initiative 02 Distribution of Eco-Bags to Employees

In addition to distributing eco-bags to all employees and eliminating the use of plastic bottles and cups provided to visitors to raise awareness of the need to preserve nature, we also solicited employees for donations for the torrential rain victims in July and made donations to related organizations.

Initiative 03 Promoting Volunteer Activities

The company had been participating in Water for Life, a volunteer program run by the Singapore International Foundation (SIF) under the leadership of the Asia Sustainability Working Group to deliver safe water to Cambodia. However, since these activities were suspended in 2020 due to the COVID-19 pandemic, we invited a guest speaker from SIF to hold a seminar for all global employees to learn about the significance of volunteer activities.

Initiative 04 Speaking at a Conference on Responsible Investment

Nikko Asset Management participated in the Responsible Investor conferences held in Tokyo, London, and New York in FY2020 as a supporting organization. These conferences were held to discuss a variety of topics related to responsible investment and ESG among investors, entrepreneurs, regulators and other experts, and one of the company's investment managers took the stage at each event.

Please click here to view the 2019 Sustainability Report.
https://sustainability.nikkoam.com/files/pdf/annual-report/nikko_am_2019_sustainability_report_en.pdf

Sumitomo Mitsui Trust Wealth Partners

Initiative 01 Creating a Novelty Mask Case for the Company's 15th Anniversary

Sumitomo Mitsui Trust Wealth Partners opened for business in 2005 as an inheritance-related consulting company, and celebrated its 15th anniversary in June 2020. To commemorate the occasion, the company created an original mask case for its clients.

In consideration of the SDGs, the mask case was made of LIMEX, a material derived from limestone that reduces the use of wood and water and is suitable for environmental conservation. For printing, ink with silver ions was used to enhance antibacterial performance, taking into consideration the environment and the safety of clients.

When giving them to clients, we touched on SDGs and explained that the mask cases are made of eco-friendly materials, and this has been well received.


Mask case

Sumitomo Mitsui Trust Asset Management

Initiative 01 Establishment of the ESG Development Office

On April 1, 2020, Sumitomo Mitsui Trust Asset Management established the ESG Development Office within the Stewardship Promotion Department. The company participates in global ESG promotion organizations in a variety of fields and is engaged in activities worldwide. For CA100+ (Climate Action One Hundred Plus), the company has been selected as a member of a 10-member steering committee consisting of asset owners and management organizations from all over the world to lead its activities in Asia. By establishing the ESG Development Office as a section dedicated to ESG, we will further deepen our dialogue with investee companies while taking into account global trends in ESG.

Initiative 02 Collaborated with Golf Digest on ESG Activities That Help with Environmental Issues and Eco-Friendliness

The company collaborated with Golf Digest and the Japan Golf Course Management Association to expand the circle of people who support waste plastic reduction activities. In addition to having posters promoting waste plastic reduction displayed at golf courses belonging to the association, we distributed 3,000 sets of stainless-steel bottles with the company's logo as alternative containers to plastic bottles, along with message cards calling for the reduction of plastic use. We are also promoting the use of stainless-steel bottles to reduce the use of plastic within the company.



Poster about Waste Plastic Reduction

Please click here to view the 2020/2021 Stewardship Report. https://www.sumitrust-am.com/file/02/ss_report.pdf

SBI Sumishin Net Bank

Initiative 01 Hosted the Online Economics Koshien Tournament

This quiz event is billed as the "Economics Koshien" and aims to make learning about finance and economics enjoyable for high school students across Japan.

Like in 2019, SBI Sumishin Net Bank hosted the Online Economics Competition, a preliminary for the all-Japan contest. In the online preliminary, high school students respond to quiz questions via the Internet with teams competing based on their knowledge about a wide range of finance and economics-related topics such as current events and money-related trivia. In 2020, the 14th time the competition has been held, 49 teams participated in the event, and the winner, N High School, advanced to the national finals. We will continue to sponsor this event as a way to encourage more high school students to participate and learn more about finance and economics.



The National Economics Koshien Tournament

Winner
N High School
(Okinawa Prefecture)

Runner-up
Shibuya Kyoiku Gakuen Shibuya High School
(Tokyo)

Third place team
Kato Gakuen Gyoshu High School
(Shizuoka Prefecture)

Initiative 02 Implementing SENSEI Yononaka Gaku

SBI Sumishin Net Bank has developed educational materials for financial and economic education for high school students in collaboration with ARROWS Corporation. The materials are packaged with a script for teachers, making it easier for teachers themselves to provide financial and economic education that expands on the content of the textbook and is useful in real life. All materials are provided free of charge to schools and teachers who wish to use them, and we were able to offer classes to approximately 2,000 students in FY2019, the first year, and approximately 5,000 students in FY2020.

SENSEI よのなか学


Photo of a class in progress

Sumitomo Mitsui Trust Club

Sumitomo Mitsui Trust Club issues credit cards under three international brands: Diners Club, Mastercard®, and Visa. In 2020, due to the spread of COVID-19, we were unable to actively carry out support activities through member events. In their place, we promoted initiatives that were more in line with new lifestyles.

Initiative 01 Contactless Payment Feature Added to Diners Club Card and MasterCard

The contactless payment feature enables cardholders to make payments quickly and smoothly by simply placing their card over the terminals at participating stores without having to provide a signature or PIN.

Our cardholders can enjoy a more comfortable cashless life with this new form of payment that takes into consideration hygiene amid the COVID-19 pandemic.

Since Visa cards were already equipped with this feature, all international brands issued by Sumitomo Mitsui Trust Club now have the contactless payment feature.

*Some cards, such as co-branded cards, do not have the contactless payment feature.



Diners Club cards and MasterCard cards with the contactless payment logo have the name and card number printed on the back of the card to prevent people from seeing the information.

Initiative 02 Ongoing Initiatives

The Diners Club brand provides clients with opportunities to contribute to society through activities to protect valuable cultural assets that must be passed on to future generations. Additionally, under the slogan "There are things that can only be found here," the brand provides clients with opportunities to leverage their experienced eye to spot young talent and provide support.

Gohobi Yoyaku (Reward Reservation) and Gohiki Yoyaku.com (Preferred Reservation)

These are gourmet services that the Diners Club is focused on.

Gohobi Reservation is a service developed to enable cardholders to enjoy a quality meal at a reasonable price, even when alone. Gohiki Reservation.com is a service that lets cardholders use an app to book reservations for suddenly cancelled slots at popular restaurants. This is Diners Club's way of addressing some of the problems in the food industry, such as eating alone, food loss, and no-shows.

In addition, more restaurants are now participating in the Gohobi Yoyaku program, offering takeout services to accommodate new lifestyles.

Daigoji Cultural Assets Restoration Project

Restoration of the statue of Kongoyasha Myoo is underway, with the aim of unveiling it at the Godairikison Ninno-e Festival in February 2021. The restoration of the Godai Myoo, which has been ongoing for several years, will be completed.

We will continue our initiatives such as the long-term restoration project of the ancient documents and holy scriptures of Daigoji Temple (National Treasure).



Kongoyasha Myoo under Restoration in the Daigoji Cultural Assets Restoration Project

Sumitomo Mitsui Trust Realty

Initiative 01 Support for the Protection of Endangered Species

Chubu Head Office - Support for Higashiyama Zoo and Botanical Gardens

Sumitomo Mitsui Trust Realty's Chubu Head Office has sponsored the Higashiyama Zoo and Botanical Gardens with Higashi again this year based on the memorandum of understanding on support and cooperation with Higashiyama Zoo and Botanical Gardens signed in 2013. As our company's mascot Trust-san is a tiger, we continued to support the cost of feeding the Sumatran tiger.

Although many events were cancelled this year due to the COVID-19 pandemic, we prepared the 2021 Higashiyama Zoo and Botanical Garden Animal Calendar and distributed it in the zoo. The calendar includes photos and explanations of 12 species of animals with a focus on the endangered ones. We prepared 2,000 copies of the calendar, which is very popular every year, but it was all sold out by midday. The Higashiyama Zoo and Botanical Gardens has the largest number of endangered animals in Japan, and this served as a good opportunity for people to learn more about these animals.



2021 Calendar. The cover features photographs of 12 species of animals with a focus on the endangered ones.



January Sumatran Tiger

Kyushu Head Office - Support for Fukuoka City Zoo

Sumitomo Mitsui Trust Realty's Kyushu Head Office is a sponsor of the Fukuoka City Zoo.

At the zoo, children can experience first-hand how animals behave, what they smell like, and be moved by their powerful presence or cuteness. Additionally, learning about how animals live and their current situation in the wild makes children think about ecosystems and environments around the world.

Zoos also play an important role in the protection of species, but their operations are threatened by the decline in wild animal species and numbers as well as soaring costs. Sumitomo Mitsui Trust Realty's mascot is a tiger that goes by the name of Trust-san, and having become a sponsor of the Fukuoka Zoo, the company installed an information panel about the global distribution of tigers in front of the tiger enclosure. On the weekends many families can be seen ardently reading the information on the panel.

Sumitomo Mitsui Trust Realty hopes that these activities will contribute even in the slightest to the protection and survival of animal species, environmental conservation, and the education of children.



Kai, a male Amur tiger at the Fukuoka City Zoo



A large information panel donated to the Fukuoka City Zoo so visitors can learn about tigers around the world.

Tokyo Securities Transfer Agent

Initiative 01 Hosted an ESG-Themed Seminar for Entrustees

An ESG-related shareholder proposal was submitted at the General Meeting of Shareholders held in June 2020, which became a hot topic. ESG is a topic that investors are becoming increasingly interested in, and as it has been defined in the revised Stewardship Code, it is expected to become increasingly important in corporate engagement with investors. In addition, institutional investors are increasingly screening for ESG-related investments and divesting out of non-ESG-related investments with a medium- to long-term focus. In response to this trend, Tokyo Securities Transfer Agent Co., Ltd. invited Mr. Kosuke Terasaki, Senior Researcher at MS&AD InterRisk Research Institute, Inc. to give a presentation on "ESG Trends and Investor Behavior: From the Perspective of Climate Change" at the Tokyo Securities Transfer Agent Web Seminar, which was streamed to the companies that entrust the provision of stock transfer agency services business to us. This was the second ESG-themed seminar we hosted for entrustees, with the first one held in 2019. The presentation was easy to understand and very well received. Going forward, we will continue to disseminate ESG-related information as needed through seminars and email newsletters.





Tokyo Securities Transfer Agent ESG Seminar Agenda

Sumitomo Mitsui Trust Business Service

Initiative 01 Promoting Employment of People with Disabilities

Commencing in July 2019, Sumitomo Mitsui Trust Business Service dispatched three persons with disabilities to *Shokora-bo*, a bean-to-bar chocolate factory that the Group helped establish for the purpose of expanding its hiring of disabled people. This is the first time Sumitomo Mitsui Trust Business Service has dispatched disabled people to this chocolate workshop.

With the aim of bringing happiness to people's lives regardless of nationality or disability, the factory opened in Yokohama to produce handmade chocolates, starting with the removal of the cocoa beans from the pods, through to product manufacturing, bagging, and packaging. Through the production of chocolate sweets, the factory supports the independence of disabled people in society by providing a sense of motivation and pride.

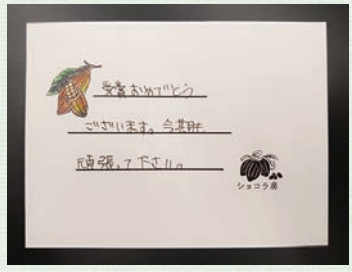
In aiming to help build a society where persons with physical, intellectual, mental, or developmental disabilities can work independently, the Group fully supports the vision of *Shokora-bo*. In order to get this business up and running as quickly as possible, as well as to address the COVID-19 pandemic, we organized various sales activities.

These included selling merchandise set to expire during store closures caused by the emergency declaration to Group employees, carrying out an online in-house sales event at all of our branches in lieu of the highly popular sales event we held at four of our buildings in Tokyo in 2019, and distributing *Shokora-bo* gifts as prizes for internal awards and year-end consolations.

The message cards were made by the persons with disabilities themselves, who colored in coloring books on the front and wrote comments on the back while working from home amid the COVID-19 pandemic. These were included in the gifts, and their warmth was delivered along with the products.


Year-end gift


Internal award commemorative gift (with message card)


Message card (back)

Sumitomo Mitsui Trust Panasonic Finance

Initiative 01 Promoting Internal Understanding toward Achieving SDGs

In order to deepen the understanding of the SDGs among all employees, Sumitomo Mitsui Trust Panasonic Finance carried out training sessions, holding internal meetings (Executive Officers Meeting, National General Managers Meeting, etc.) as well as e-learning sessions for all employees where we focused on both company and individual initiatives that contributed to the SDGs. By introducing the SDGs to the employees, we aimed to not only promote proper understanding of the SDGs, but also make it into something more familiar. In doing so, we were able to help all employees realize that SDG activities can be incorporated into everyday life such as by reducing waste and turning off the lights regularly. In addition, in January 2020, we started wearing SDGs badges and working on SDG-conscious initiatives such as reducing electricity and paper consumption, improving operational efficiency, and reducing expenses with the aim of reducing environmental impact.


E-learning session held in December 2019


Badges were fitted with a ring on the access card for employees not wearing suits


Changed the envelope window material to recycled paper


Displayed posters of the Zero Plastic Waste Declaration at each building

Sumitomo Mitsui Trust General Service

Sumitomo Mitsui Trust General Service engages in management and property administration of buildings in which SuMi TRUST Bank and affiliated companies are tenants. In each of its operations, the company engages in SDG-conscious initiatives that include energy consumption reduction, disaster prevention, and health-related initiatives.

Initiative 01 Regular Publication of SDGsNEWS

We have started publishing the SDGsNEWS, which focuses on familiar topics, and aims to familiarize people with the SDGs and tie it into work-related activities. To date, we have been distributing a monthly newsletter to all employees on the themes of food, universal design, plastic waste, COVID-19, teleworking, essential workers, virtual office tools, and insect dishes.



SDGsNEWS

Initiative 02 SDG Activities around Us
(Health Promotion Event, Search Engine)

The Osaka Agency Business Department held a special health promotion event, "Interdepartment Competition: Walk to Ise Shrine! (197 km)" as part of its efforts to achieve "Goal 3: Ensure healthy lives and promote well-being for all at all ages." The goal was for the average number of steps taken by employees to add up to 197 km (281,429 steps, assuming 0.7 meters per step), the distance from JR Osaka Station to Ise Shrine, within a certain period. For the prizes, we prepared electronic notepads and eco-bags to further raise awareness of the SDGs.

In addition, the Tokyo Agency Business Department Section 1 set the default setting of its search engine to Ecosia, which donates a portion of its advertising revenue to tree planting activities, in order to achieve "Goal 15: Life on Land." These are just a few examples of how SDGs can be tackled in simple ways without great hardship.



Eco-bag



Electronic notepad

Initiative 03 Installation of Foot-Operated Disinfectant Stand
(Leasing Business Department)

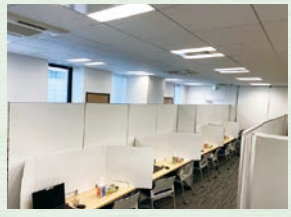
In order to prevent the spread of COVID-19, the Leasing Business Department is preparing to change the hand-operated disinfectant pump installed at the entrances and exits of managed buildings to one that sprays disinfectant by pressing a foot pedal. This is an initiative to further improve safety and security, as some people are concerned about getting infected by contact when using the hand-operated devices, which are used by many people. We will continue to strive to improve the safety, security, and overall satisfaction of tenants and visitors to our buildings.



Disinfectant stand

Initiative 04 Establishment of Satellite Offices at Bank Branches
(Property Management Department, Marunouchi Office, Fuchu Office)

The Property Management Department, Marunouchi Office, and Fuchu Office worked together to set up satellite offices to promote teleworking at the bank. The seminar rooms, which were used less frequently for group seminars, were converted to satellite offices. During construction, the existing layout was kept to minimize the amount of waste produced, and surplus goods were used for furniture and fixtures. In addition, as a precautionary measure to prevent the spread of COVID-19, we separated the access paths of satellite office users from those of branch employees, and installed partitions in satellite offices where possible. We also created a highly convenient administrative flow for user registration and other tasks to encourage use.



Tachikawa Branch



Fuchu Training Center

Enex Asset Management

Initiative 01 Infrastructure Fund Investing in Renewable Energy

Enex Asset Management is sponsored by SuMi Trust Bank, Limited, Itochu Enex Corporation, Mercuria Investment Corporation, and Maiora Asset Management Pte., Ltd., and manages Enex Infrastructure Investment Corporation, a listed infrastructure fund that invests in renewable energy power generation facilities.

In December 2020, the fund purchased a solar power generation facility located in Matsusaka City, Mie Prefecture. The Matsusaka Solar Power Plant is one of the largest solar power plants in Japan, with a panel output of approximately 98 Mw. With this purchase, the fund has become one of the largest listed infrastructure funds in Japan in terms of asset size.

To raise funds for the acquisition of the Matsusaka Solar Power Plant, we conducted a green equity offering on a global scale in accordance with the Green Finance Framework, which was evaluated by a third-party evaluation body. Through this, we are providing investment opportunities that give both domestic and overseas investors a better sense of their participation in ESG investment.

Through the growth of this fund, we will continue to contribute to the realization of a sustainable society by helping as many people as possible deepen their understanding of ESG through investment in renewable energy.



Matsusaka Solar Power Plant

Sumitomo Mitsui Trust Life Partners

Initiative 01 Mask Donation to Parents House

In April 2020, in the midst of the COVID-19 pandemic, Sumitomo Mitsui Trust Life Partners called on employees to collect masks for children that they were not planning to use at home as well as some company-issued masks (from employees who had enough on hand), and donated a total of 640 masks to Aflac Parents House*1.

In response, we received messages from Aflac saying, "We admire the thoughtfulness of the President and employees of Sumitomo Mitsui Trust Life Partners, who recognized our troubles in dealing with the lack of masks amid the COVID-19 pandemic as families and staff of Parents House take great caution in preventing the children with intractable diseases such as childhood cancer from becoming infected. I hope that we can continue to work together to create value that can be shared with society through business," and "All of us at the Secretariat were very touched by the thoughtfulness of this donation. As a member of the Associates Association*2, I would like to reflect again not only on what I can do, but also on what I can do together with the Associates, and take action." These messages reaffirmed our desire to support people in difficulty.

*1 Accommodation facility built for children with intractable diseases and their families. Children receiving treatment at hospitals far from their homes, mainly for intractable diseases such as childhood cancer, and their families can stay.
*2 An Aflac associate organization that carries out social contribution programs such as Parents House.



A family relaxing in Parents House

Sumitomo Mitsui Trust Systems & Services

Initiative 01 Initiatives on Teaching Programming to Children

As an IT company based in Fuchu City, Tokyo, Sumitomo Mitsui Trust Systems & Services Co., Ltd has an IT-related booth at the Fuchu Citizens Festival every November.

This year's festival was held online for the first time, and the company hosted a programming class for children using the web conferencing tool Zoom and the programming language Scratch.

We solicited participants from the Festival's website in advance, and also worked with Fuchu City and various organizations to find participants. On the day of the event, 31 pairs of elementary school children and their parents participated, which was more than we expected.

The classes were held separately for each pair, and our employees (18 in total) participated as instructors. The children had a lot of fun using their own programs to move characters and change backgrounds and colors. Both the students and teachers had a good laugh when they came up with programs that did unexpected things. The instructors were amazed at the speed of the students' learning, their intuition, and their creativity, and also experienced the pleasure of teaching.

After the classes, we received many comments of gratitude from the children and their parents mainly saying things like "it was fun" or "my child now has an interest in programming," which made the event a very rewarding experience for us as we were able to contribute to the participants' experience as well as the Fuchu Citizens Festival.



Online Programming Class

BIDV-SuMiTRUST Leasing

Initiative 01 Participating in Volunteer Activities

In Vietnam, the Mid-Autumn Festival in September is known as "Tết Thiếu nhi" (Children's Day), and every year before this festival, many volunteer activities are held for underprivileged children.

At BIDV-SuMiTRUST Leasing, we visited a facility near Hanoi called the Hoa Binh Village during the Mid-Autumn Festival in 2020, and enjoyed a Children's Day event together with children who have roots in the victims of the Vietnam War and are disabled still due to Agent Orange.


A magic show
at the Children's Day event


BIDV-SuMiTRUST Leasing employees
with children in Hoa Binh Village

Trust Forum Foundation

Service to Society Aimed at Development and Spread of Trust System

Trust Forum Foundation



Trust Forum Foundation, a public interest incorporated foundation, has carried out surveys and research to contribute to the spread and development of Japan's trust system. With the aim of contributing to improve the quality of national living standards and domestic economic development, we offer subsidiaries to support outstanding research and activities. Established in July 1987, the Trust Forum Foundation will celebrate its 30th year anniversary in 2017.

Social Contributions via Survey and Research

One pillar of the mainstay survey and research business is establishing research themes relating primarily to the Trust Act and self-directed research carried out in study group meetings, and on mainly financial and economic matters, consigning research to a specialist research institute. These research results are released to the general public through book publications and research paper issuance. Since its founding, the Trust Forum Foundation has released 86 research books as of December 2020, and researchers and practitioners use them.

In pursuing research, scholars involved in trust research focused mainly on civil law, commercial law, and Anglo-American law made up the core of the research effort, and the research results became the cumulative foundation of intellectual capital for Japan relating to the trust system. The Trust Forum Foundation contributed in unparalleled ways in Japan as a specialist research institute such as when its research was referenced in amending Japan's Trust Act in 2007.

In the more than 10 years since the Trust Act amendment, a new era is emerging due to new ways of utilizing trusts, new methods, and new concepts as social issues have grown even more serious. The Trust Forum Foundation will continue as a public interest incorporated foundation to promote social contribution and activities with a high public interest.

Grants, Social Contributions via Endowed Courses

The grant-making program supports surveys, research, and activities on trusts and related finance and economics, and is the Forum's second pillar. It accepts applications from researchers in Japan and overseas, practitioners, and various organizations, and offers grants for research expenses, etc.

In conjunction, with the aim of spreading trusts and promoting understanding, the Forum has established endowed courses on the Trust Act aimed at college undergraduates. In Japan, where an increasing number of people are bearers of trusts, these courses offer students a precious opportunity to properly obtain knowledge on the trust system while young.

Meanwhile, we are currently setting up a new course for elderly clients on the topic of donations using trust schemes.

Themes of Self-Directed and Consignment Research (December 2020)

Self-Directed Research	Research on trust banking theory and modern issues
	Research on estate management, investment, and succession, as well as trusts
	Research on legal principles of modern trusts
	Research on trust banking theory and application with a comparison of the UK and Japan
	Research on financial transactions and taxation
	Research on legal issues in trust banking practices
	Research on new proprietary value and trusts in an increasingly digitalized society
	Research on optimal partnerships for trusts and discretionary guardianships
	Research on gerontology with a focus on housing and ways of living
	Research on inheritance planning and trusts in the US
	Research on comparing commercial trusts with joint stock companies
	Research aimed at the establishment of courses on trusts and financial and economic education
Consignment Research	Nuclear power generation in Japan using trust methods Research study to assist the institutional design of a reactor decommissioning scheme

Grants Made in Fiscal Year 2020

Issuance of a research report compiling information about the state of sus-tainable investment in Japan
Development of support tools for family businesses in Japan

List of Endowed Courses Established

Kwansei Gakuin University	Undergraduate School of Law and Politics
Chuo University	Faculty of Law
Tohoku University	Faculty of Law
Doshisha University	Faculty of Law
Rikkyo Second Stage College	

The Sumitomo Foundation

Partnership with the Sumitomo Foundation

The Besshi Copper Mine in Ehime Prefecture was opened in 1691 after Tomoyoshi Sumitomo—the fourth head of the Sumitomo family—acquired mining rights from Japan's feudal government. It thereafter became the foundation of the various businesses of the Sumitomo Group. The Sumitomo Foundation was established in 1991 to commemorate the opening of the mine 300 years earlier and since then the SuMi TRUST Group has collaborated with the Foundation in various ways. For example, we have contributed money, played a part in its management as trustee, and dispatched staff.

Grant Business of the Sumitomo Foundation

As a universal grant-making organization, the Sumitomo Foundation extends grants to research activities and businesses in various fields, including basic sciences, the environment, art and culture, and international exchange. From fiscal 1991 through 2019 the Foundation had awarded a total of 6,794 grants worth more than ¥10.9 billion.

Basic Science Research Grants

Scientific advancements have contributed greatly to the development of society and science has the potential to open up the future of humankind. This grant provides support to basic science research projects considered important but lacking research funds, and especially budding research undertaken by young researchers expected to generate innovative ideas.

Cumulative number of grants from FY1991 through FY2019: 2,406 for a total of more than ¥3.9 billion

Environmental Research Grants

Environmental issues are some of the biggest problems currently confronting humanity. Researchers continue to investigate the causes and seek solutions to numerous environmental problems, including global warming, ozone-layer depletion, acid rain, species decline, food and population, desertification, and pollution. Given the need to develop analysis methods and various countermeasures based on a multi-faceted approach in order to solve the problems plaguing the environment, this grant provides support to research projects undertaken in a variety of fields (humanities, social sciences, natural sciences).

Cumulative number of grants from FY1991 through FY2019: 1,479 for a total of more than ¥2.8 billion

Grants for Preservation and Restoration of Cultural Property

When considering spiritual wealth, cultural assets are the source of a spiritually affluent lifestyle and the basis for the creation of new culture. And as a foundation for mutual understanding, they serve to deepen awareness of one's own culture and the cultures of other countries. Having access to cultural assets is therefore an extremely effective way of learning about the history of bilateral cultural exchange. From this point of view, it is the responsibility of the current generation to preserve cultural assets so they can be inherited by the next generation. That said, it is hard to say that there is always enough money to spend on preserving and restoring cultural property in Japan. This grant is for projects that aim to help protect, preserve, and restore cultural assets in Japan (fine arts such as paintings, sculptures, craftwork, handwriting, books, ancient documents, antiquities, and historical materials).



Image of Suigetsu Kannon Zo (Water-Moon Avalokitesvara)

Cumulative number of grants from FY1991 through FY2019: 813 for a total of more than ¥1.6 billion

Grants for Preservation and Restoration of Cultural Property Overseas

Culture is the cornerstone of a country and the source of spiritual enrichment. Cultural properties are assets in which humanity and the history of mankind are interweaved—they represent the hope and pride of the people in all countries. Mutual understanding is deepened when the people of the world have access to each other's cultural assets, which in turn builds relationships of trust. It is the responsibility of the people alive today to protect cultural properties and pass them on to the next generation. That said, not enough has been done in other countries to preserve and restore cultural assets. With the aim of helping to hand cultural properties shared by all humanity down to posterity, this grant is for projects in other countries that preserve and restore cultural properties (fine arts and relics), as well as preliminary research that leads directly to preservation and restoration work.

Cumulative number of grants from FY1991 through FY2019: 338 for a total of more than ¥795 million



Kaman-Kalehöyük archaeological site

Japan-Related Research Grants in Asia

This grant is for researchers in mainly East Asian or Southeast Asian countries undertaking research related to Japan, including comparative studies, international relation studies, and historical exchange studies that include Japan. The grant aims to lay the groundwork for deepening understanding of Japan in these countries and to help further mutual understanding between Asian countries and Japan.

Cumulative number of grants from FY1991 through FY2019: 1,611 for a total of more than ¥1.2 billion

Comparative Table of the World Economic Forum's Common Metrics

This report was produced with reference to the common metrics in Measuring Stakeholder Capitalism—Towards Common Metrics and Consistent Reporting of Sustainable Value Creation, a white paper compiled mainly by the big four global accounting firms based on the recommendations of the World Economic Forum's International Business Council. The common metrics comprise both core metrics and expanded metrics. This report was developed in line with the core metrics and disclosures and was made consistent with the description of some expanded metrics and disclosures.

Principles of Governance

Theme	Governance: Core Metrics and Disclosures	Page No.
Governing purpose	**Setting purpose** The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	P8
Quality of governing body	**Governance body composition** Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	P14–15
Stakeholder engagement	**Material issues impacting stakeholders** A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	P18-22
Ethical behaviour	**Anti-corruption** 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	P26-32
	Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.	P27-28
Risk and opportunity oversight	**Integrating risk and opportunity into business process** Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	P34-38, P45-53

Theme	Governance: Expanded Metrics and Disclosures	Page No.
Quality of governing body	**Remuneration** 1. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy and long-term value. 2. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: • Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses and deferred or vested shares • Sign-on bonuses or recruitment incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees	P16 Integrated Report 2020 P74–75

Planet

Theme	Planet: Core Metrics and Disclosures	Page No.
Climate change	**Greenhouse gas (GHG) emissions** For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO_2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	P87-88
	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	TCFD REPORT 2020/2021
Nature loss	**Land use and ecological sensitivity** Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	—
Freshwater availability	**Water consumption and withdrawal in water-stressed areas** Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	P88

Theme	Planet: Expanded Metrics and Disclosures	Page No.
Climate change	**Paris-aligned GHG emissions targets** Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets initiative, if applicable. If an alternative approach is taken, disclose the methodology used to calculate the targets and the basis on which they deliver on the goals of the Paris Agreement.	P86 TCFD REPORT 2020/2021

People

Theme	People: Core Metrics and Disclosures	Page No.
Dignity and equality	**Diversity and inclusion** Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	P95-97
	Pay equality Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	—
	Wage level 1. Ratios of standard entry level wage by gender compared to local minimum wage. 2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	—
	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	—
Health and well-being	**Health and safety** 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	P108
Skills for the future	**Training provided** Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	P100-101

Theme	People: Expanded Metrics and Disclosures	Page No.
Dignity and equality	**Discrimination and harassment incidents and the total amount of monetary losses** Number of discrimination and harassment incidents, status of the incidents and actions taken, and the total amount of monetary losses as a result of legal proceedings associated with: a) law violations; and b) employment discrimination.	P110
	Freedom of association and collective bargaining at risk Percentage of active workforce covered under collective bargaining agreements.	P106
Health and well-being	**Employee well-being** The number of fatalities as a result of work-related ill-health, recordable work-related ill-health injuries, and the main types of work-related ill-health for all employees and workers.	P108

Prosperity

Theme	Prosperity: Core Metrics and Disclosures	Page No.
Employment and wealth generation	**Absolute number and rate of employment** Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	P108, P128
	Economic contribution 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: • Revenues • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	P128
	Financial investment contribution Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	P128
Innovation of better products and services	**Total R&D expenses** Total costs related to research and development.	P129
Community and social vitality	**Total tax paid** The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	P141

Theme	Prosperity: Expanded Metrics and Disclosures	Page No.
Employment and wealth generation	**Infrastructure investments and services supported** Qualitative disclosure to describe the below components: 1. Extent of development of significant infrastructure investments and services supported. 2. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. 3. Whether these investments and services are commercial, in-kind or pro bono engagements.	P128
	Significant indirect economic impacts 1. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. 2. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas).	P128
Community and social vitality	**Total Social Investment** Total Social Investment (TSI) sums up a company's resources used for "S" in ESG efforts defined by CECP Valuation Guidance.	P141

PRB Initiatives

We became a founding signatory to the Principles for Responsible Banking (PRB) advocated for by the United Nations Environment Programme Finance Initiative (UNEP FI) and launched on September 22, 2019. We are committed to collaborating with other signatory banks worldwide to strategically align our business operations with the Sustainable Development Goals (SDGs) and the Paris Agreement on climate change. The signing of the PRB means we promise to be transparent about the positive and negative impacts our banking business has on people and the planet. By focusing on the areas in which our core business has the greatest impact, setting goals for specific initiatives, and taking action, we hope to make significant contributions towards achieving the targets of the SDGs on both a global and local level.

Having signed on to the PRB, we are obligated to disclose information about our PRB initiatives in our existing reports. More specifically, 18 months after signing (i.e., by March 2021 for the Company) and then every year thereafter, we must report on progress and self-assessments, and then within four years fully implement the following necessary steps as a signatory bank: (1) impact analysis; (2) target setting and implementation; and (3) accountability. Our first initiative is shown below.

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
Principle 1: Alignment **We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals, as expressed in the Sustainable Development Goals, the Paris Climate Agreement and relevant national and regional frameworks.**		
1.1 Describe (high-level) your bank's business model, including the main customer segments served, types of products and services provided, the main sectors and types of activities, and where relevant, the technologies financed across the main geographies in which your bank has operations or provides products and services.	The SuMi TRUST Group leverages its significant expertise and comprehensive capabilities to create unique value under a business model that combines banking, asset management and administration, and real estate services.	2020 disclosure materials

FY2019 Gross Business Profit by Segment (¥100mn)

Retail TS Services Business	1,927	Bank deposits, loans to individuals, sales of investment trusts and insurance, will trusts, asset inheritance services, etc.
Wholesale TS Services Business	2,061	Corporate credit loans, real estate lending, etc.
Stock Transfer Agency Services Business	374	Stock transfer agency services
Real Estate Business	569	Real estate brokerage, real estate securitization
Fiduciary Services Business	1,717	Pension trusts, securities management and administration
Global Markets Business	725	ALM, fixed income investments

The balance of bank loans in Japan and overseas is shown below. Approximately 85% of loans are to domestic clients.

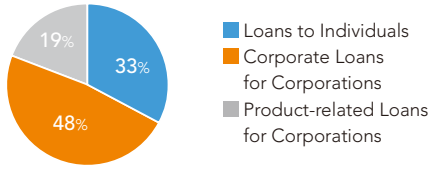
Balance of Bank Loans in Japan and Overseas (End-March 2020)

Japan	¥25.4355 trillion	Overseas	¥4.2678 trillion

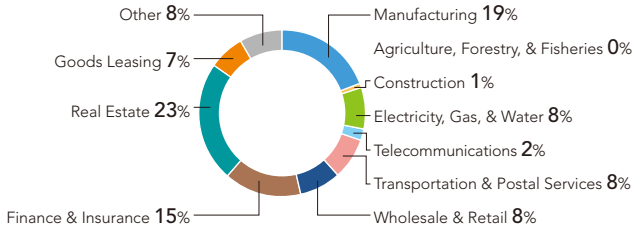
Mortgage loans to individuals account for some 33% of all loans, while loans to corporate borrowers make up the other 67%.

Sustainability Report 2020/2021 Page 45

Breakdown of Loan Balance



Industry Weighting of Loans to Domestic Corporate Clients



(Note) Share ratio calculated based on the assumption that the balance of loans for corporations at domestic branches is 100%.

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
1.2 Describe how your bank has aligned and/ or is planning to align its strategy to be consistent with and contribute to society's goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and relevant national and regional frameworks.	Balancing the creation of both social value and economic value is at the very core of our management approach. The majority of the Group's social value is formed through a chain reaction where one stakeholder has an impact on the next. In other words, activities that contribute to the achievement of the SDGs and ultimately generate positive impacts on the economy (wealth), society (people), and the environment (planet) and limit the negative ones constitute the Group's social problem-solving business.	Sustainability Report 2020/2021 Page 17
	In 2018 we demonstrated our support of the Task Force on Climate-related Financial Disclosures (TCFD) and in 2019 we added climate change to the list of items (known as materiality) that significantly impact the value creation process of the SuMi TRUST Group. This decision was based on the reasoning that climate change risk is no longer considered a topic concerning the future even for us as a financial institution—it is now a pressing issue, particularly highlighted by the extensive damage to many regions in Japan caused by the repeated visitation of powerful typhoons. At our Board of Directors meetings too we have shared the fact that the onus is on us to do everything in our power to find solutions to climate change issues as a signatory to the PRB—which requires us to align our business strategies with the goals of the Paris Agreement and the SDGs.	TCFD Report 2020/2021
Principle 2: Impact and Target Setting **We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.**		
2.1 Impact Analysis: Show that your bank has identified the areas in which it has its most significant (potential) positive and negative impact through an impact analysis that fulfills the following elements: a) Scope: The bank's core business areas, products/services across the main geographies that the bank operates in have been as described under 1.1. have been considered in the scope of the analysis. b) Scale of Exposure: In identifying its areas of most significant impact the bank has considered where its core business/its major activities lie in terms of industries, technologies and geographies. c) Context & Relevance: Your bank has taken into account the most relevant challenges and priorities related to sustainable development in the countries/ regions in which it operates. d) Scale and intensity/salience of impact: In identifying its areas of most significant impact, the bank has considered the scale and intensity/salience of the (potential) social, economic and environmental impacts resulting from the bank's activities and provision of products and services. (your bank should have engaged with relevant stakeholders to help inform your analysis under elements c) and d)) Show that building on this analysis, the bank has • Identified and disclosed its areas of most significant (potential) positive and negative impact • Identified strategic business opportunities in relation to the increase of positive impacts/reduction of negative impacts	We chose climate change as the topic of our impact analysis. This owes to the fact that (1) we are a signatory to the PRB, which requires us to align our business strategies with the goals of the Paris Agreement, (2) that we support the recommendations of the TCFD, and (3) that we identify climate change as an item of materiality (1.2). For the impact analysis, we refer to our scenario analyses conducted in line with the TCFD recommendations. Within the four non-financial groups (energy, transportation, materials & buildings, and agriculture, food, & forest) in the TCFD recommendations most likely to be potentially impacted by climate change and a transition to a low-carbon economy, we identified eight sectors with considerable exposure. We also added personal mortgage loans to this list because they account for the majority of our loans to individuals. We then summarized the transition risks, physical risks, and business opportunities in these nine sectors. **Heat Map** | Sector	Transition risk	Physical risk	Opportunity	Exposure
---	---	---	---	---
Petroleum, gas, & coal	High	Medium	Medium	Medium
Electric power	High	Medium	Medium	High
Marine transportation	Medium	Medium	Medium	High
Railway transportation	Low	Low	Low	Medium
Automotive and parts	Medium	Medium	Medium	Medium
Property management & development*	Low	High	Medium	High
Chemicals	Medium	Medium	Medium	Medium
Paper & forest products	Medium	High	Medium	Low
Personal mortgage loans	Low	High	Medium	High | *Personal mortgage loans not included The results of a qualitative assessment demonstrated that the petroleum, gas, & coal and electric power sectors have a high transition risk, but in fiscal 2019 we conducted a transition risk scenario analysis of the electric power sector because it has a high exposure to climate change and the highest weighting of carbon-related assets. Property management & development, paper & forest products, and personal mortgage loans have a high physical risk, but we selected only property management & development and personal mortgage loans for our physical risk scenario analysis because of their high exposure to climate change. We first performed our scenario analysis of the personal mortgage loans sector in fiscal 2019 because such loans account for roughly one third of all our loans. We plan to conduct the scenario analysis of the property management & development sector in fiscal 2020. The results of the scenario analyses we carried out in fiscal 2019 are provided in our TCFD Report 2020/2021. The results of our transition risk scenario analysis of the electric power sector indicated that without any investment in renewable energy power generation, credit ratings would worsen by 2–3 notches in either scenario (2°C and above 3°C), but in contrast, active investment in renewable energy power generation would mean credit ratings remain unchanged. While the results of this analysis suggested a change in credit ratings, we will continue to examine what kind of impact they have on our financials and the analysis methods we use. We will also consider utilizing the risk and opportunity key points obtained from qualitative assessments and the suggestions gained from the analysis process when we engage with the companies to whom we extend investments and loans.	TCFD Report 2020/2021 Pages 5–7

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
	In our physical risk scenario analysis of personal mortgage loans, we calculated that credit costs on mortgage loans at SuMi TRUST Bank would increase by around ¥7.0 billion by the year 2100 compared to the end of March 2020 based on the probability of floods occurring and the rate of change in property value caused by flood damage in either a 2°C or 4°C scenario. We think the impact on our financials would be limited.	
	Although the marine transportation sector carries a medium-level risk for both transition and physical risks, it has a high exposure to climate change. Furthermore, we aim to help mitigate climate change risks in the shipping industry, having become the first financial institution in Asia to sign onto the Poseidon Principles. For these reasons we are conducting a transition risk scenario analysis of this sector in fiscal 2020.	TCFD Report 2020/2021 Page 14
	In this report we have highlighted some case examples of our climate change analysis, but going forward we hope to undertake analyses of biodiversity and specific sectors for which we have announced policies, such as forestry and palm oil.	
Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Impact Analysis.		
The qualitative assessments and scenario analyses regarding climate change constituted the first step in our impact analysis. For the next step, we plan to undertake an analysis of biodiversity, forestry, and palm oil in the context of our banking business.		
2.2 Target Setting Show that the bank has set and published a minimum of two Specific, Measurable (can be qualitative or quantitative), Achievable, Relevant and Time-bound (SMART) targets, which address at least two of the identified "areas of most significant impact," resulting from the bank's activities and provision of products and services. Show that these targets are linked to and drive alignment with and greater contribution to appropriate Sustainable Development Goals, the goals of the Paris Agreement, and other relevant international, national or regional frameworks. The bank should have identified a baseline (assessed against a particular year) and have set targets against this baseline. Show that the bank has analysed and acknowledged significant (potential) negative impacts of the set targets on other dimensions of the SDG/climate change/ society's goals and that it has set out relevant actions to mitigate those as far as feasible to maximize the net positive impact of the set targets.	(1) Sustainable finance target As a signatory to the PRB, we are committed to addressing climate change issues with the common goal of achieving a carbon-free society, and as a financial group specialized in trust banking, we will contribute to the realization of a sustainable society by demonstrating our significant expertise in finance, trusts, and technology*. *Forming a group of experts with discerning engineering capabilities to deploy technology in social settings for the purpose of realizing a society with net-zero carbon emissions.	TCFD Report 2020/2021 Page 19
	SuMi TRUST Bank has set a new long-term target for sustainable finance in the banking sector (loans to corporate clients): ¥5.0 trillion in cumulative loans over the 10-year period from fiscal year 2021 through 2030, including ¥3.0 trillion in environment-related fields.	
	Long-Term Target for Sustainable Finance **Cumulative Balance of Loans Executed in FY2021 -2030: ¥5.0 Trillion (Incl. ¥3.0 Trillion in Environmental Fields)**	
	Examples of sustainable finance • Positive impact finance • Renewable energy finance • Financing for green buildings We also intend to focus on transition finance to support the shift towards a carbon-free society.	
	The Bank will aim to solve climate change and other environmental and social issues and help realize a sustainable society together with clients by actively supplying funds to environmental and social fields. Sustainable finance refers to financing extended to businesses and clients that contribute to solving environmental and social issues based on such international standards as the Green Bond Principles and the Social Bond Principles. For instance, loans, formation of syndicated loans, fixed income investment services, fund investments, financial advisory services, and trustee services.	
	(2) Medium- to long-term CO_2 reduction targets As a signatory to the PRB and PRI, the SuMi TRUST Group itself also engages in sustainable finance and ESG investment practices and we therefore have a responsibility to help solve environmental problems through business activities and reduce our environmental footprint as stated in our Sustainability Policy.	
	We are targeting a 50% reduction in CO_2 emissions at SuMi TRUST Bank by fiscal year 2030 and zero emissions by 2050. Around 80% of SuMi TRUST Bank's CO_2 emissions derive from purchased electricity, while some 10% is generated by the combustion of utility gas through in-house power generation. Accordingly, the Bank aims to halve its emissions mainly by adopting electricity-related measures as an initiative for working towards the fiscal 2030 target.	TCFD Report 2020/2021 Page 22
	(3) Other With the goal of increasing the number of women in decision-making positions, SuMi TRUST Bank formulated a new action plan to have more than 12% of female employees appointed to section manager or higher and more than 30% in charge of management operations by the end of March 2023.	Sustainability Report 2020/2021 Page 96
Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Target Setting.		
As a signatory to the PRB, we are committed to addressing climate change issues with the common goal of achieving a carbon-free society. Whilst we have set a target for sustainable finance in banking, up ahead we will consider whether we can make similar contributions in other businesses.		

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
2.3 Plans for Target Implementation and Monitoring Show that your bank has defined actions and milestones to meet the set targets. Show that your bank has put in place the means to measure and monitor progress against the set targets. Definitions of key performance indicators, any changes in these definitions, and any rebasing of baselines should be transparent.	SuMi TRUST Bank's credit portfolio is managed by the Wholesale Business Planning Department, which reports quarterly to the Credit Risk Committee, the highest decision-making body for investments and loans. The Wholesale Business Planning Department also monitors the management of sustainable finance targets. From the viewpoint of environmental and social considerations in investments and loans, the Sustainability Management Department fulfills a checking role for projects that pose a risk of running counter to SuMi TRUST Bank's policy on investments and loans. In April 2020, the Bank established the Sustainable Business Promotion Office within the Wholesale Business Planning Department to consolidate ESG information in the Wholesale Total Solution Services Business. It also started collaborating with the Sustainability Management Department. Going forward, the Wholesale Business Planning Department, the Sustainable Business Promotion Office, and the Sustainability Management Department intend to work together to further improve the impact analysis process.	Sustainability Report 2020/2021 Page 45
	We believe SuMi TRUST Bank can achieve its 2030 CO_2 reduction target by (1) saving energy with more efficient operations and equipment, (2) reducing the electric power emission coefficient, and (3) adopting renewable energy. The Corporate Administration Department will spearhead initiatives after each business management department has formulated respective goals to work towards.	TCFD Report 2020/2021 Page 22
Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Plans for Target Implementation and Monitoring.		
For our sustainable finance target in banking, we plan to determine numerical targets and disclose our progress on a fiscal year basis. We also aim to further enhance SuMi TRUST Bank's policy on investments and loans through dialogue with stakeholders.		
2.4 Progress on Implementing Targets For each target separately: Show that your bank has implemented the actions it had previously defined to meet the set target. Or explain why actions could not be implemented/needed to be changed and how your bank is adapting its plan to meet its set target. Report on your bank's progress over the last 12 months (up to 18 months in your first reporting after becoming a signatory) towards achieving each of the set targets and the impact your progress resulted in. (where feasible and appropriate, banks should include quantitative disclosures)	(1) Sustainable finance target (2) Medium- to long-term CO_2 reduction targets Both (1) and (2) were set in 2020, therefore we plan to publicly announce our progress on achieving these targets starting with results from fiscal year 2020.	
	(3) Other Guided by its general business owner action plan commitment based on the Act on Promotion of Women's Participation and Advancement in the Workplace, SuMi TRUST Bank aimed to have 300 female employees in managerial positions (section manager or higher) by the end of March 2020. This target was achieved ahead of schedule in October 2019 with 357 female employees appointed to such positions.	Sustainability Report 2020/2021 Page 96
Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing Targets.		
As our sustainable finance target and medium- to long-term targets have only just been set, we will report on our progress up ahead as we work towards achieving them.		

Principle 3: Clients and Customers

We will work responsibly with our clients and our customers to encourage sustainable practices and enable economic activities that create shared prosperity for current and future generations.

3.1 Provide an overview of the policies and practices your bank has in place and/or is planning to put in place to promote responsible relationships with its customers. This should include high-level information on any programmes and actions implemented (and/or planned), their scale and, where possible, the results thereof.	So that we can provide our clients with the products and services best suited to meet their genuine interests as their "Best Partner" and in order to carry out and instill fiduciary duties across all our business operations, in September 2016 we formulated and released our Policies regarding the Fiduciary Duties of the Sumitomo Mitsui Trust Group and since then we have continued to further strengthen our initiatives by revising them whenever necessary. In order to clearly communicate to our clients the results of these initiatives, we periodically publish a report entitled Status of implementation and KPIs for initiatives pursuing to be "Best partner" for our clients. These KPIs include those commonly used by financial institutions regarding investment trust sales.	Sustainability Report 2020/2021 Pages 129-140 See details about Providing Value to Clients

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
3.2 Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. This should include information on actions planned/implemented, products and services developed, and, where possible, the impacts achieved.	**Positive Impact Finance (PIF)** In March 2019, SuMi TRUST Bank was the first in the world to develop PIF for ordinary corporate credit (in which the use of loaned funds is unspecified) in line with the Principles for Positive Impact Finance of the United Nations Environment Programme Finance Initiative (UNEP FI). PIF is a loan agreement in which we comprehensively analyze and assess the impacts of a company's supply chain on the environment, society, and economy. We then have the client commit to achieving specific KPIs that aim to increase the positive impacts and limit the negative ones. We then encourage the client in their efforts to contribute to the SDGs by monitoring the impacts and disclosing the results. We also support their efforts on boosting the competitiveness of their business, products, and services from a global perspective.	Sustainability Report 2020/2021 Pages 50–51
	Addressing Issues of a Super-Aged Society SuMi TRUST Bank hosts Silver College seminars right across Japan. They offer senior generation clients the chance to acquire information about leading a reassuring and fulfilling "second life." Leading experts in various fields are invited to these seminars to talk about what kind of thorough preparations are required in order to lead a safe and fulfilling second life. As we enter an age in which more people are likely to live to 100, the issues faced by society continue to pile up. In addition to the series of seminars for a fixed number of attendees focusing on four basic topics (health, safety and security; late-life housing; the issue of dementia; how to lead an enriched life in old age), each branch also plans and runs Silver College seminars under their own format.	Sustainability Report 2020/2021 Pages 113–125 See Addressing the Issues of a Super-Aging Society for details
Principle 4: Stakeholders **We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society's goals.**		
4.1 Describe which stakeholders (or groups/types of stakeholders) your bank has consulted, engaged, collaborated or partnered with for the purpose of implementing these Principles and improving your bank's impacts. This should include a high-level overview of how your bank has identified relevant stakeholders and what issues were addressed/results achieved.	In the Group's management principles (mission), we identify our stakeholders to be clients, shareholders, employees, and society, whilst in our Basic Policy on Social Responsibility (also known as our Sustainability Policy), we consider the key stakeholders to be clients, shareholders, investors, employees, business partners, communities, NPOs, government agencies, and international organizations. We are committed to engaging in dialogue with these stakeholders and playing an active role in building a sustainable society. Thus, clarifying who is who lets us easily gauge how the Group depends on each stakeholder and how they are affected by our corporate activities. This also serves as a strategic foundation for the creation of social value.	Sustainability Report 2020/2021 Pages 20–21
Principle 5: Governance & Culture **We will implement our commitment to these Principles through effective governance and a culture of responsible banking.**		
5.1 Describe the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts and support effective implementation of the Principles.	We have incorporated a basic strategy for generating positive impacts geared towards solving social issues and have placed sustainability at the core of the Group's management. Our policy on strengthening sustainability through our core business is to have each SuMi TRUST Bank business and its affiliated companies independently select the social issues that must be addressed first. Meanwhile, for climate change and other key sustainability issues in Japan and overseas, our Sustainability Promotion Committee functions as a command center for the entire Group and formulates strategies to swiftly implement initiatives whilst collaborating with international organizations and the like. Board of Directors • Establishes the Basic Policy on Social Responsibility of Sumitomo Mitsui Trust Group (Sustainability Policy). • Stipulates (in the Basic Policy on Corporate Governance) that one of its main roles is to address the problems of climate change and other environmental and social issues concerning sustainability and determines the policy direction the Group should take. • Hears the findings of the Risk Committee and engages in exhaustive discussions to decide on mainly the issues (materiality) that have a serious impact on the approach of balancing the creation of both social value and economic value, as well as operational frameworks. Executive Committee • Hears the findings of the Business Risk Management Committee and engages in exhaustive discussions to establish policies regarding items of materiality for submission to the Board of Directors. • Engages in exhaustive discussions to decide on initiatives for Group companies, taking into account the perspective of balancing the creation of both social value and economic value. • For initiatives on key sustainability issues, the Committee establishes medium-term policies in line with the Medium-Term Management Plan, as well as policies for each fiscal year, and manages operations that reflect the PDCA cycle (convenes meetings as the Sustainability Promotion Committee).	Sustainability Report 2020/2021 Page 16

Reporting and Self-Assessment Requirements	High-level summary of bank's response (limited assurance required for responses to highlighted items)	Reference(s)/Link(s) to bank's full response/ relevant information
5.2 Describe the initiatives and measures your bank has implemented or is planning to implement to foster a culture of responsible banking among its employees. This should include a high-level overview of capacity building, inclusion in remuneration structures and performance management and leadership communication, amongst others.	We make sure employees understand strategies by mainly distributing the Group's Employee Integrated Report to all directors, officers, and employees. We facilitate the acquisition of practical knowledge as quickly as possible by promoting in-house hands-on activities, such as participation in the challenge of helping achieve the SDGs, the SDG declarations formulated by each branch, and the "With You" activities. In principle, compensation for directors and executive officers is paid with a combination of monthly compensation (comprising fixed compensation and individual performance compensation), bonuses for directors and executive officers (performance-linked bonuses), and stock compensation (share delivery trust). We have also introduced a framework that encourages management to promote sustainability by incorporating ESG-related activities and rating agency scores, etc. as one of the KPIs for determining stock compensation for executives.	Sustainability Report 2020/2021 Page 16
5.3 Governance Structure for Implementation of the Principles Show that your bank has a governance structure in place for the implementation of the PRB, including: a) target-setting and actions to achieve targets set b) remedial action in the event of targets or milestones not being achieved or unexpected negative impacts being detected.	a) Even though our sustainable finance target and CO_2 reduction targets were established by the Executive Committee, each business division draws up a concrete action plan and monitors progress towards achieving the targets. b) Progress on achieving the targets and any negative impacts that may arise are reported to the Sustainability Promotion Committee, which then immediately considers if remedial action is required.	

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Governance Structure for Implementation of the Principles.

As a signatory to the PRB, we have established a governance structure for target setting and monitoring so that the Principles can be implemented effectively.
The Sustainability Management Department works with departments tasked with managing target achievement to monitor progress status, and reports the details of such progress to the Sustainability Promotion Committee.

Principle 6: Transparency & Accountability

We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society's goals.

6.1 Progress on Implementing the Principles for Responsible Banking Show that your bank has progressed on implementing the six Principles over the last 12 months (up to 18 months in your first reporting after becoming a signatory) in addition to the setting and implementation of targets in minimum two areas (see 2.1-2.4). Show that your bank has considered existing and emerging international/ regional good practices relevant for the implementation of the six Principles for Responsible Banking. Based on this, it has defined priorities and ambitions to align with good practice. Show that your bank has implemented/ is working on implementing changes in existing practices to reflect and be in line with existing and emerging international/regional good practices and has made progress on its implementation of these Principles.	Initiatives since signing onto the PRB in 2019 • Review of materiality • Revisions to policies for specific sectors • 11 positive impact finance transactions • Setting of sustainable finance target • Setting of medium- to long-term CO_2 reduction targets • Release of TCFD Report • Participation in PRB promotional video coinciding with the first-year anniversary of the Principles • Participation in the PRB's Reporting Working Group	Sustainability Report 2020/2021 Pages 18–19 & 46 Pages 50–51 TCFD Report 2020/2021 Pages 19 & 22 Participation in PRB first-year anniversary event https://www.smth.jp/en/news/2020/E201001.pdf

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking.

In the first 18 months after singing onto the PRB, as measures to address climate change, we not only became a signatory to the Poseidon Principles and revised our policies for specific sectors, but we also formed a TCFD Project Team and released our first-ever TCFD Report.
We also disclosed information about biodiversity in a report on natural capital, but going forward, we intend to take the necessary steps to further enhance our policies for specific sectors.

SASB Index

The index reflects the SASB Standard issued by the Sustainability Accounting Standards Board (SASB) in October 2018. It discloses information on the Group's core businesses, as classified by SASB, namely Commercial Banking (FN-CB) and Asset Management & Custody Activities (FNAC). While we do not currently disclose all of the metrics included in these two classifications, we will continue to evolve our disclosures on these SASB topics in order to provide useful, relevant, and meaningful sustainability information to investors.

The data disclosed here is current as of the end of March 2020.
CB: Commercial Banks
AC: Asset Management & Custody Activities

Industry	Accounting Metric	Category	Code	Response
Sustainability Accounting Standards				
Data Security				
CB	Description of approach to identifying and addressing data security risks	Discussion and Analysis	FN-CB-230a.2	• Information Security Risk Management 2020/2021 Sustainability Report page 44 https://www.smth.jp/en/csr/report/2020/E-all.pdf • Cyber Security Management Declaration https://www.smth.jp/en/about_us/management/risk/pdf/CSMD.pdf
Financial Inclusion & Capacity Building				
CB	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Quantitative	FN-CB-240a.1	• Status of loans to SMEs 2020 Disclosure Materials pages 136, 144 https://www.smth.jp/en/ir/annual/2019/all2.pdf
CB	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Quantitative	FN-CB-240a.4	• Financial Inclusion Initiatives 2020/2021 Sustainability Report pages 142-145 https://www.smth.jp/en/csr/report/2020/E-all.pdf
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis				
CB	Commercial and industrial credit exposure, by industry	Quantitative	FN-CB-410a.1	• Balance of exposure to credit risk at the end of the fiscal year and breakdown by type of exposure 2020 Disclosure Materials page 197 https://www.smth.jp/en/ir/annual/2019/all2.pdf
AC	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	Quantitative	FN-AC-410a.1	• Compliance with the Principles for Responsible Investment 2020 Integrated Report pages 64-65 https://www.smth.jp/en/ir/annual/2019/all.pdf
CB	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	Discussion and Analysis	FN-CB-410a.2	• Environmental and social considerations in investments and loans 2020 Integrated Report page 88 https://www.smth.jp/en/ir/annual/2019/all.pdf

Industry	Accounting Metric	Category	Code	Response
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis				
AC	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	Quantitative	FN-AC-410a.2	• Environmental and social considerations in investments and loans 2020 Integrated Report page 89 https://www.smth.jp/en/ir/annual/2019/all.pdf
AC	Description of proxy voting and investee engagement policies and procedures	Discussion and Analysis	FN-AC-410a.3	• Sumitomo Mitsui Trust Asset Management 2020/2021 Stewardship Report https://www.smth.jp/en/csr/report/2020/SS-E-all.pdf • Nikko Asset Management 2019 Sustainability Report https://sustainability.nikkoam.com/files/pdf/annual-report/nikko_am_2019_sustainability_report_en.pdf
Business Ethics				
CB AC	Description of whistleblower policies and procedures	Discussion and Analysis	FN-CB-510a.2 FN-AC-510a.2	• Compliance Hotline System 2020/2021 Sustainability Report page 28 https://www.smth.jp/en/csr/report/2020/E-all.pdf • Sumitomo Mitsui Trust Accounting Hotline https://www.smth.jp/en/about_us/management/compliance/index.html
Systemic Risk Management				
CB	Global Systemically Important Bank (G-SIB) score, by category	Quantitative	FN-CB-550a.1	Although our company has not been selected as a G-SIB, we disclose the following metrics. • G-SIB metrics 2020 Disclosure Materials page 245 https://www.smth.jp/en/ir/annual/2019/all2.pdf
CB	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Discussion and Analysis	FN-CB-550a.2	• Operation of Risk Appetite 2020 Integrated Report page 98 https://www.smth.jp/en/ir/annual/2019/all.pdf • Enterprise Risk Management System 2020 Disclosure Materials pages 155-156 https://www.smth.jp/en/ir/annual/2019/all2.pdf
Activity Metrics				
CB	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Quantitative	FN-CB-000.A	• Status 2020 Integrated Report page 13 https://www.smth.jp/en/ir/annual/2019/all.pdf
CB	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	Quantitative	FN-CB-000.B	
AC	(1) Total registered and (2) total unregistered assets under management (AUM)	Quantitative	FN-AC-000.A	
AC	Total assets under custody and supervision	Quantitative	FN-AC-000.B	

GRI Content Index

Global Reporting Initiative (GRI):

Established in 1997 as a joint project between the Coalition for Environmentally Responsible Economics (CERES), a nonprofit organization in the United States, and the United Nations Environment Programme (UNEP), the GRI aims to improve the contents of sustainability reports to the level of financial reports while attaining the basic conditions of comparability, credibility, accuracy, appropriateness of timing, and verifiability of the information included in the sustainability reports. The initial guidelines were issued in 2000, then revised in fiscal years 2002, 2006 and 2013. In fiscal 2016, new guidelines were issued as the GRI standard.

●=core option disclosure

Item		Indicator	Corresponding Sections
Standard Disclosure			
Organizational profile			
102-1	●	Name of the organization	
		a. Name of the organization.	209
102-2	●	Activities, brands, products, and services	
		a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	—
102-3	●	Location of headquarters	
		a. Location of the organization's headquarters.	209
102-4	●	Location of operations	
		a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	208
102-5	●	Ownership and legal form	
		a. Nature of ownership and legal form.	208
102-6	●	Markets served	
		a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	208-209
102-7	●	Scale of the organization	
		a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	108, 207-208
102-8	●	Information on employees and other workers	
		a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	108
102-9	●	Supply chain	
		a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	16-19
102-10	●	Significant changes to the organization and its supply chain	
		a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	85, 88-89

Item		Indicator	Corresponding Sections
102-11	●	Precautionary Principle or approach	
		a. Whether and how the organization applies the Precautionary Principle or approach.	31-32
102-12	●	External initiatives	
		a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	23-25
102-13	●	Membership of associations	
		a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	23-25
Strategy			
102-14	●	Statement from senior decision-maker	
		a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	4-5
102-15		Key impacts, risks, and opportunities	
		a. A description of key impacts, risks, and opportunities.	34-44
Ethics and integrity			
102-16	●	Values, principles, standards, and norms of behavior	
		a. A description of the organization's values, principles, standards, and norms of behavior.	1, 8, 26-32
102-17		Mechanisms for advice and concerns about ethics	
		a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	26-32
Governance			
102-18	●	Governance structure	
		a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	12-13
102-19		Delegating authority	
		a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	14-15
102-20		Executive-level responsibility for economic, environmental, and social topics	
		a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	14-15
102-21		Consulting stakeholders on economic, environmental, and social topics	
		a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	14-15
102-22		Composition of the highest governance body and its committees	
		a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	14-15
102-23		Chair of the highest governance body	
		a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	14-15
102-24		Nominating and selecting the highest governance body	
		a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	14-15

Item	Indicator	Corresponding Sections
102-25	Conflicts of interest	
	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	14-15
102-26	Role of highest governance body in setting purpose, values, and strategy	
	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	14-15
102-27	Collective knowledge of highest governance body	
	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	14-15
102-28	Evaluating the highest governance body's performance	
	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	14-15
102-29	Identifying and managing economic, environmental, and social impacts	
	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	34-51, 90-91
102-30	Effectiveness of risk management processes	
	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	34-51, 90-91
102-31	Review of economic, environmental, and social topics	
	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	38, 47-48
102-32	Highest governance body's role in sustainability reporting	
	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	38, 47-48
102-33	Communicating critical concerns	
	a. Process for communicating critical concerns to the highest governance body.	14-15
102-34	Nature and total number of critical concerns	
	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	N/A
102-35	Remuneration policies	
	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.	14-15
102-36	Process for determining remuneration	
	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	14-15
102-37	Stakeholders' involvement in remuneration	
	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	—

Item		Indicator	Corresponding Sections
102-38		Annual total compensation ratio	
		a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—
102-39		Percentage increase in annual total compensation ratio	
		a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—
Stakeholder engagement			
102-40	●	List of stakeholder groups	
		a. A list of stakeholder groups engaged by the organization.	16-22
102-41	●	Collective bargaining agreements	
		a. Percentage of total employees covered by collective bargaining agreements.	106
102-42	●	Identifying and selecting stakeholders	
		a. The basis for identifying and selecting stakeholders with whom to engage.	16-22
102-43	●	Approach to stakeholder engagement	
		a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	16-22, 50-53
102-44	●	Key topics and concerns raised	
		a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	16-22, 50-53
Reporting practice			
102-45	●	Entities included in the consolidated financial statements	
		a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	207-208
102-46	●	Defining report content and topic Boundaries	
		a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	2
102-47	●	List of material topics	
		a. A list of the material topics identified in the process for defining report content.	16-22
102-48	●	Restatements of information	
		a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	—
102-49	●	Changes in reporting	
		a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	16-22
102-50	●	Reporting period	
		a. Reporting period for the information provided.	2
102-51	●	Date of most recent report	
		a. If applicable, the date of the most recent previous report.	—
102-52	●	Reporting cycle	
		a. Reporting cycle.	N/A
102-53	●	Contact point for questions regarding the report	
		a. The contact point for questions regarding the report or its contents.	209
102-54	●	Claims of reporting in accordance with the GRI Standards	
		a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	2, 190
102-55	●	GRI content index	
		a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	190-206

Item	Indicator	Corresponding Sections
102-56 ●	External assurance	
	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.	
	b. If the report has been externally assured:	
	i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;	—
	ii. The relationship between the organization and the assurance provider;	
	iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	
Management Approach		
103-1	Explanation of the material topic and its Boundary	
	a. An explanation of why the topic is material.	
	b. The Boundary for the material topic, which includes a description of:	
	i. where the impacts occur;	16-22
	ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships.	
	c. Any specific limitation regarding the topic Boundary.	
103-2	The management approach and its components	
	a. An explanation of how the organization manages the topic.	
	b. A statement of the purpose of the management approach.	
	c. A description of the following, if the management approach includes that component:	
	i. Policies	
	ii. Commitments	
	iii. Goals and targets	16-22
	iv. Responsibilities	
	v. Resources	
	vi. Grievance mechanisms	
	vii. Specific actions, such as processes, projects, programs and initiatives	
103-3	Evaluation of the management approach	
	a. An explanation of how the organization evaluates the management approach, including:	
	i. the mechanisms for evaluating the effectiveness of the management approach;	16-22
	ii. the results of the evaluation of the management approach;	
	iii. any related adjustments to the management approach.	
Topic Specific Standards		
Economic		
Economic Performance		
201-1	Direct economic value generated and distributed	
	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:	
	i. Direct economic value generated: revenues;	
	ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;	207
	iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.	
	b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	
201-2	Financial implications and other risks and opportunities due to climate change	
	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:	
	i. a description of the risk or opportunity and its classification as either physical, regulatory, or other;	47-48, 58-67, 85-91
	ii. a description of the impact associated with the risk or opportunity;	
	iii. the financial implications of the risk or opportunity before action is taken;	
	iv. the methods used to manage the risk or opportunity;	
	v. the costs of actions taken to manage the risk or opportunity.	

Item	Indicator	Corresponding Sections
201-3	Defined benefit plan obligations and other retirement plans	
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.	
	b. If a separate fund exists to pay the plan's pension liabilities:	
	i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them;	
	ii. the basis on which that estimate has been arrived at;	
	iii. when that estimate was made.	—
	c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	
	d. Percentage of salary contributed by employee or employer.	
	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	
201-4	Financial assistance received from government	
	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including:	
	i. tax relief and tax credits;	
	ii. subsidies;	
	iii. investment grants, research and development grants, and other relevant types of grant;	
	iv. awards;	
	v. royalty holidays;	—
	vi. financial assistance from Export Credit Agencies (ECAs);	
	vii. financial incentives;	
	viii. other financial benefits received or receivable from any government for any operation.	
	b. The information in 201-4-a by country.	
	c. Whether, and the extent to which, any government is present in the shareholding structure.	
Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	
	b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	—
	c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	
	d. The definition used for 'significant locations of operation'.	
202-2	Proportion of senior management hired from the local community	
	a. Percentage of senior management at significant locations of operation that are hired from the local community.	
	b. The definition used for 'senior management'.	—
	c. The organization's geographical definition of 'local'.	
	d. The definition used for 'significant locations of operation'.	
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	
	a. Extent of development of significant infrastructure investments and services supported.	
	b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	47-48, 58-67
	c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	
203-2	Significant indirect economic impacts	
	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	
	b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	—
Procurement Practices		
204-1	Proportion of spending on local suppliers	
	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	
	b. The organization's geographical definition of 'local'.	—
	c. The definition used for 'significant locations of operation'.	

Item	Indicator	Corresponding Sections
Anti-corruption		
205-1	Operations assessed for risks related to corruption	
	a. Total number and percentage of operations assessed for risks related to corruption.	—
	b. Significant risks related to corruption identified through the risk assessment.	
205-2	Communication and training about anti-corruption policies and procedures	
	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	26-32
	b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	
	c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	
	d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	
	e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	
205-3	Confirmed incidents of corruption and actions taken	
	a. Total number and nature of confirmed incidents of corruption.	30
	b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	
	c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	
	d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	N/A
	b. Main outcomes of completed legal actions, including any decisions or judgments.	
Environment		
Materials		
301-1	Materials used by weight or volume	
	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:	85-91
	i. non-renewable materials used;	
	ii. renewable materials used.	
301-2	Recycled input materials used	
	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	—
301-3	Reclaimed products and their packaging materials	
	a. Percentage of reclaimed products and their packaging materials for each product category.	—
	b. How the data for this disclosure have been collected.	
Energy		
302-1	Energy consumption within the organization	
	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	85-91
	b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	
	c. In joules, watt-hours or multiples, the total:	
	i. electricity consumption	
	ii. heating consumption	
	iii. cooling consumption	
	iv. steam consumption	
	d. In joules, watt-hours or multiples, the total:	
	i. electricity sold	
	ii. heating sold	
	iii. cooling sold	
	iv. steam sold	
	e. Total energy consumption within the organization, in joules or multiples.	
	f. Standards, methodologies, assumptions, and/or calculation tools used.	
	g. Source of the conversion factors used.	

Item	Indicator	Corresponding Sections
302-2	Energy consumption outside of the organization	
	a. Energy consumption outside of the organization, in joules or multiples.	—
	b. Standards, methodologies, assumptions, and/or calculation tools used.	
	c. Source of the conversion factors used.	
302-3	Energy intensity	
	a. Energy intensity ratio for the organization.	85-91
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.	
	c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	
	d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	
302-4	Reduction of energy consumption	
	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	85-91
	b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	
	c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	
	d. Standards, methodologies, assumptions, and/or calculation tools used.	
302-5	Reductions in energy requirements of products and services	
	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	85-91
	b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	
	c. Standards, methodologies, assumptions, and/or calculation tools used.	
Water and Effluents		
303-1	Interactions with water as a shared resource	
	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff).	—
	b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.	
	c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	
	d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	
303-2	Management of water discharge-related impacts	
	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:	—
	i. how standards for facilities operating in locations with no local discharge requirements were determined;	
	ii. any internally developed water quality standards or guidelines;	
	iii. any sector-specific standards considered;	
	iv. whether the profile of the receiving waterbody was considered.	
303-3	Water withdrawal	
	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:	—
	i. Surface water;	
	ii. Groundwater;	
	iii. Seawater;	
	iv. Produced water;	
	v. Third-party water.	
	b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:	
	i. Surface water;	
	ii. Groundwater;	
	iii. Seawater;	
	iv. Produced water;	
	v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.	
	c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:	
	i. Freshwater (≤1,000 mg/L Total Dissolved Solids);	
	ii. Other water (>1,000 mg/L Total Dissolved Solids).	
	d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	

Item	Indicator	Corresponding Sections
303-4	Water discharge	
	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	—
303-5	Water consumption	
	a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	—
Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km^2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	N/A
304-2	Significant impacts of activities, products, and services on biodiversity	
	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	N/A

Item	Indicator	Corresponding Sections
304-3	Habitats protected or restored	
	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	68-76, 152-155
	b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.	
	c. Status of each area based on its condition at the close of the reporting period.	
	d. Standards, methodologies, and assumptions used.	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk:	—
	i. Critically endangered	
	ii. Endangered	
	iii. Vulnerable	
	iv. Near threatened	
	v. Least concern	
Emissions		
305-1	Direct (Scope 1) GHG emissions	
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.	85-91
	b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	
	c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.	
	d. Base year for the calculation, if applicable, including:	
	i. the rationale for choosing it;	
	ii. emissions in the base year;	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	
305-2	Energy indirect (Scope 2) GHG emissions	
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent.	85-91
	b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent.	
	c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	
	d. Base year for the calculation, if applicable, including:	
	i. the rationale for choosing it;	
	ii. emissions in the base year;	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	
	e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	
	f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	
305-3	Other indirect (Scope 3) GHG emissions	
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.	—
	b. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	
	c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.	
	d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	
	e. Base year for the calculation, if applicable, including:	
	i. the rationale for choosing it;	
	ii. emissions in the base year;	
	iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	
	f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	
	g. Standards, methodologies, assumptions, and/or calculation tools used.	
305-4	GHG emissions intensity	
	a. GHG emissions intensity ratio for the organization.	85-91
	b. Organization-specific metric (the denominator) chosen to calculate the ratio.	
	c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	
	d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	

Item	Indicator	Corresponding Sections
305-5	Reduction of GHG emissions	
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent.	
	b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	
	c. Base year or baseline, including the rationale for choosing it.	85-91
	d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	
	e. Standards, methodologies, assumptions, and/or calculation tools used.	
305-6	Emissions of ozone-depleting substances (ODS)	
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	
	b. Substances included in the calculation.	—
	c. Source of the emission factors used.	
	d. Standards, methodologies, assumptions, and/or calculation tools used.	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
	a. Significant air emissions, in kilograms or multiples, for each of the following:	
	i. NOx	
	ii. SOx	
	iii. Persistent organic pollutants (POP)	
	iv. Volatile organic compounds (VOC)	—
	v. Hazardous air pollutants (HAP)	
	vi. Particulate matter (PM)	
	vii. Other standard categories of air emissions identified in relevant regulations	
	b. Source of the emission factors used.	
	c. Standards, methodologies, assumptions, and/or calculation tools used.	
Effluents and Waste		
306-1	Water discharge by quality and destination	
	a. Total volume of planned and unplanned water discharges by:	
	i. destination;	
	ii. quality of the water, including treatment method;	—
	iii. whether the water was reused by another organization.	
	b. Standards, methodologies, and assumptions used.	
306-2	Waste by type and disposal method	
	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable:	
	i. Reuse	
	ii. Recycling	
	iii. Composting	
	iv. Recovery, including energy recovery	
	v. Incineration (mass burn)	
	vi. Deep well injection	
	vii. Landfill	
	viii. On-site storage	
	ix. Other (to be specified by the organization)	
	b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable:	
	i. Reuse	85-91
	ii. Recycling	
	iii. Composting	
	iv. Recovery, including energy recovery	
	v. Incineration (mass burn)	
	vi. Deep well injection	
	vii. Landfill	
	viii. On-site storage	
	ix. Other (to be specified by the organization)	
	c. How the waste disposal method has been determined:	
	i. Disposed of directly by the organization, or otherwise directly confirmed	
	ii. Information provided by the waste disposal contractor	
	iii. Organizational defaults of the waste disposal contractor	

Item	Indicator	Corresponding Sections
306-3	Significant spills	
	a. Total number and total volume of recorded significant spills.	
	b. The following additional information for each spill that was reported in the organization's financial statements:	
	i. Location of spill;	
	ii. Volume of spill;	—
	iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	
	c. Impacts of significant spills.	
306-4	Transport of hazardous waste	
	a. Total weight for each of the following:	
	i. Hazardous waste transported	
	ii. Hazardous waste imported	
	iii. Hazardous waste exported	85-91
	iv. Hazardous waste treated	
	b. Percentage of hazardous waste shipped internationally.	
	c. Standards, methodologies, and assumptions used.	
306-5	Water bodies affected by water discharges and/or runoff	
	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on:	
	i. the size of the water body and related habitat;	—
	ii. whether the water body and related habitat is designated as a nationally or internationally protected area;	
	iii. the biodiversity value, such as total number of protected species.	
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	
	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	
	i. total monetary value of significant fines;	
	ii. total number of non-monetary sanctions;	—
	iii. cases brought through dispute resolution mechanisms.	
	b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	
	a. Percentage of new suppliers that were screened using environmental criteria.	—
308-2	Negative environmental impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for environmental impacts.	
	b. Number of suppliers identified as having significant actual and potential negative environmental impacts.	
	c. Significant actual and potential negative environmental impacts identified in the supply chain.	
	d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	—
	e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	
Social		
Employment		
401-1	New employee hires and employee turnover	
	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	99, 108
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:	
	i. life insurance;	
	ii. health care;	
	iii. disability and invalidity coverage;	
	iv. parental leave;	102
	v. retirement provision;	
	vi. stock ownership;	
	vii. others.	
	b. The definition used for 'significant locations of operation'.	

Item	Indicator	Corresponding Sections
401-3	Parental leave	
	a. Total number of employees that were entitled to parental leave, by gender.	104
	b. Total number of employees that took parental leave, by gender.	
	c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	
	d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	
	e. Return to work and retention rates of employees that took parental leave, by gender.	
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	
	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	—
	b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	
Occupational Health and Safety		
403-1	Occupational health and safety management system	
	a. A statement of whether an occupational health and safety management system has been implemented, including whether:	—
	i. the system has been implemented because of legal requirements and, if so, a list of the requirements;	
	ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	
	b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	
403-2	Hazard identification, risk assessment, and incident investigation	
	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	—
	i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;	
	ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	
	b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	
	c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	
	d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	
403-3	Occupational health services	
	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	—
403-4	Worker participation, consultation, and communication on occupational health and safety	
	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	—
	b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	
403-5	Worker training on occupational health and safety	
	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	105
403-6	Promotion of worker health	
	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	103-107
	b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	103-107

Item	Indicator	Corresponding Sections
403-8	Workers covered by an occupational health and safety management system	
	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:	
	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;	
	ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;	—
	iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	
	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	
403-9	Work-related injuries	
	a. For all employees:	
	i. The number and rate of fatalities as a result of work-related injury;	
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	
	iii. The number and rate of recordable work-related injuries;	
	iv. The main types of work-related injury;	
	v. The number of hours worked.	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	
	i. The number and rate of fatalities as a result of work-related injury;	
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	
	iii. The number and rate of recordable work-related injuries;	
	iv. The main types of work-related injury;	103-108
	v. The number of hours worked.	
	c. The work-related hazards that pose a risk of high-consequence injury, including:	
	i. how these hazards have been determined;	
	ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;	
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	
	d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	
403-10	Work-related ill health	
	a. For all employees:	
	i. The number of fatalities as a result of work-related ill health;	
	ii. The number of cases of recordable work-related ill health;	
	iii. The main types of work-related ill health.	
	b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	
	i. The number of fatalities as a result of work-related ill health;	
	ii. The number of cases of recordable work-related ill health;	
	iii. The main types of work-related ill health.	108
	c. The work-related hazards that pose a risk of ill health, including:	
	i. how these hazards have been determined;	
	ii. which of these hazards have caused or contributed to cases of ill health during the reporting period;	
	iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	
	d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	
	e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	
Training and Education		
404-1	Average hours of training per year per employee	
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	
	i. gender;	98-102
	ii. employee category.	

Item	Indicator	Corresponding Sections
404-2	Programs for upgrading employee skills and transition assistance programs	
	a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	98-102
	b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	
404-3	Percentage of employees receiving regular performance and career development reviews	
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	98-102
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	14-22, 95-108
	i. Gender;	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	
	b. Percentage of employees per employee category in each of the following diversity categories:	
	i. Gender;	
	ii. Age group: under 30 years old, 30-50 years old, over 50 years old;	
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	
405-2	Ratio of basic salary and remuneration of women to men	
	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	—
	b. The definition used for 'significant locations of operation'.	
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	
	a. Total number of incidents of discrimination during the reporting period.	107, 110
	b. Status of the incidents and actions taken with reference to the following:	
	i. Incident reviewed by the organization;	
	ii. Remediation plans being implemented;	
	iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;	
	iv. Incident no longer subject to action.	
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:	N/A
	i. type of operation (such as manufacturing plant) and supplier;	
	ii. countries or geographic areas with operations and suppliers considered at risk.	
	b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	
	a. Operations and suppliers considered to have significant risk for incidents of:	N/A
	i. child labor;	
	ii. young workers exposed to hazardous work.	
	b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:	
	i. type of operation (such as manufacturing plant) and supplier;	
	ii. countries or geographic areas with operations and suppliers considered at risk.	
	c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:	N/A
	i. type of operation (such as manufacturing plant) and supplier;	
	ii. countries or geographic areas with operations and suppliers considered at risk.	
	b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	

Item	Indicator	Corresponding Sections
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	
	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	111
	b. Whether training requirements also apply to third-party organizations providing security personnel.	
Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	
	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	
	b. Status of the incidents and actions taken with reference to the following:	
	i. Incident reviewed by the organization;	N/A
	ii. Remediation plans being implemented;	
	iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;	
	iv. Incident no longer subject to action.	
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	
	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	111-112
412-2	Employee training on human rights policies or procedures	
	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	111-112
	b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
	a. Total number and percentage of significant investment agreements and contracts that includ human rights clauses or that underwent human rights screening.	—
	b. The definition used for 'significant investment agreements'.	
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	
	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:	
	i. social impact assessments, including gender impact assessments, based on participatory processes;	
	ii. environmental impact assessments and ongoing monitoring;	
	iii. public disclosure of results of environmental and social impact assessments;	
	iv. local community development programs based on local communities' needs;	149-176
	v. stakeholder engagement plans based on stakeholder mapping;	
	vi. broad based local community consultation committees and processes that include vulnerable groups;	
	vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;	
	viii. formal local community grievance processes.	
413-2	Operations with significant actual and potential negative impacts on local communities	
	a. Operations with significant actual and potential negative impacts on local communities, including:	
	i. the location of the operations;	N/A
	ii. the significant actual and potential negative impacts of operations.	
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	
	a. Percentage of new suppliers that were screened using social criteria.	—
414-2	Negative social impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for social impacts.	
	b. Number of suppliers identified as having significant actual and potential negative social impacts.	
	c. Significant actual and potential negative social impacts identified in the supply chain.	
	d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	—
	e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	

Item	Indicator	Corresponding Sections
Public Policy		
415-1	Political contributions	
	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	—
	b. If applicable, how the monetary value of in-kind contributions was estimated.	
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	
	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	N/A
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:	
	i. incidents of non-compliance with regulations resulting in a fine or penalty;	
	ii. incidents of non-compliance with regulations resulting in a warning;	N/A
	iii. incidents of non-compliance with voluntary codes.	
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	
	a. Whether each of the following types of information is required by the organization's procedure for product and service information and labeling:	
	i. The sourcing of components of the product or service;	
	ii. Content, particularly with regard to substances that might produce an environmental or social impact;	
	iii. Safe use of the product or service;	N/A
	iv. Disposal of the product and environmental or social impacts;	
	v. Other (explain).	
	b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	
417-2	Incidents of non-compliance concerning product and service information and labeling	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:	
	i. incidents of non-compliance with regulations resulting in a fine or penalty;	
	ii. incidents of non-compliance with regulations resulting in a warning;	N/A
	iii. incidents of non-compliance with voluntary codes.	
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	
417-3	Incidents of non-compliance concerning marketing communications	
	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:	
	i. incidents of non-compliance with regulations resulting in a fine or penalty;	
	ii. incidents of non-compliance with regulations resulting in a warning;	N/A
	iii. incidents of non-compliance with voluntary codes.	
	b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	
	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:	
	i. complaints received from outside parties and substantiated by the organization;	
	ii. complaints from regulatory bodies.	N/A
	b. Total number of identified leaks, thefts, or losses of customer data.	
	c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	
	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:	
	i. total monetary value of significant fines;	
	ii. total number of non-monetary sanctions;	N/A
	iii. cases brought through dispute resolution mechanisms.	
	b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.	
	c. The context against which significant fines and non-monetary sanctions were incurred.	

Financial Review

In the consolidated financial results for fiscal year 2019, net business profit before credit costs increased by ¥6.7 billion year on year to ¥289.0 billion, basically in line with our forecasts. The rise was mainly due to an increase in effective interest related earnings, an expansion of non-interest revenues in corporate-related business, and an increase in market-related revenues in SuMi TRUST Bank.

In the meantime, net income attributable to owners of the parent decreased by ¥10.8 billion year on year to ¥163.0 billion, due mainly to a special loan loss provision of approximately ¥25 billion recorded in preparation for future total credit costs in light of the impact of the COVID-19 pandemic.

Overview of the Financial Results in FY2019

<Consolidated> SuMi TRUST Holdings (Consolidated)

Billions of Yen (Unless specified otherwise)

	FY2019 (A)	FY2018 (B)	Change (A)–(B)	Rate of change
Net Business Profit before Credit Costs*	**289.0**	282.2	6.7	2.4%
Ordinary Profit	**257.6**	256.4	1.2	0.5%
Net Income Attributable to Owners of the Parent	**163.0**	173.8	(10.8)	(6.2%)
Total Credit Costs*	**(43.8)**	(2.9)	(40.8)	—
Return on shareholders' equity*	**7.12%**	7.95%	(0.83%)	—
Return on equity*	**6.25%**	6.58%	(0.33%)	—
Net Income per Common Shares (EPS) (Yen)	**434**	458	(24)	(5.4%)
Net Assets per Common Shares (BPS) (Yen)	**6,822.48**	7,008.67	(186)	(2.7%)

*[Net Income Attributable to Owners of the Parent / (FY-start total shareholders' equity (equity) + FY-end total shareholders' equity (equity)) / 2] × 100

<Non-consolidated> SuMi TRUST Bank (Non-consolidated)

Billions of Yen (Unless specified otherwise)

	FY2019 (A)	FY2018 (B)	Change (A)–(B)	Rate of change
Net Business Profit before Credit Costs*	**206.8**	231.4	(24.6)	(10.7%)
Net Interest Income and Related Profit*	**134.1**	172.7	(38.5)	(22.3%)
Net Fees and Commissions and Related Profit*	**174.3**	186.3	(12.0)	(6.5%)
Net Trading Profit	**102.1**	27.9	74.2	265.9%
Net Other Operating Profit	**42.5**	80.3	(37.7)	(47.0%)
General and Administrative Expenses	**(246.4)**	(235.8)	(10.5)	4.5%
Total Credit Costs*	**(34.7)**	1.9	(36.7)	—
Net Non-recurring Profit, etc.	**4.4**	(24.3)	28.7	—
Ordinary Profit	**176.4**	209.0	(32.6)	(15.6%)
Extraordinary Profit	**1.0**	(4.2)	5.3	—
Net Income	**124.7**	148.6	(23.9)	(16.1%)

(Note) Amounts less than ¥100 million are rounded down.

<Dividends>

	FY2019 (A)	FY2018 (B)	Change (A)–(B)
Dividend per Share on Common Share (Yen)	**150.00**	140.00	10.00

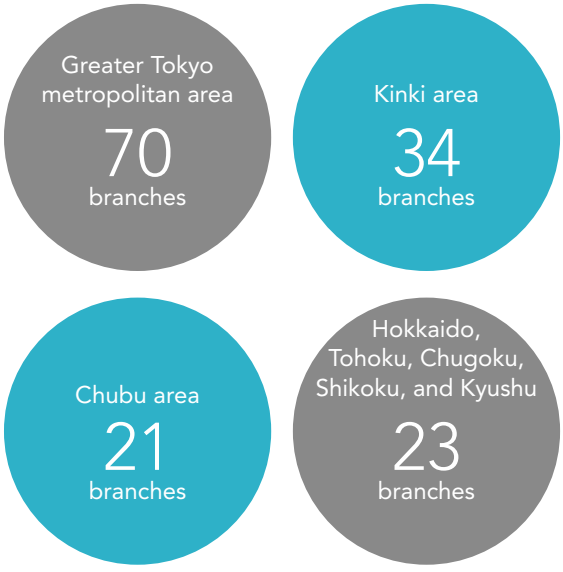
Network of the SuMi Trust Group (as of December 31, 2020)

Domestic Branch Networks and Overseas Network

The Group has built a balanced network of offices focused on the Tokyo metropolitan, Kinki, and Chubu areas. In addition, SBI Sumishin Net Bank uses the Internet to cover all of Japan.

The Group also has an overseas network that can provide global financial services in the loan business, asset management and administration business, as well as the consulting business, among others.

Domestic Network





Overseas Network

[U.S.]

- New York Branch
- Sumitomo Mitsui Trust Bank (U.S.A.) Limited (Banking, Trust Businesses)

[Europe]

- London Branch
- Sumitomo Mitsui Trust International Limited (Securities Business)
- Sumitomo Mitsui Trust Bank (Luxembourg) S.A. (Trust, Banking, Securities Businesses)
- Sumitomo Mitsui Trust (Ireland) Limited (Trust Business)
- Sumitomo Mitsui Trust (UK) Limited (Trust Business)

[Asia/Oceania]

- Singapore Branch
- Shanghai Branch
- Hong Kong Branch
- Beijing Representative Office
- Beijing Representative Office (Securities Business)
- Zijin Trust Co., Ltd. (Trust Business)
- Sumitomo Mitsui Trust (Hong Kong) Limited (Securities Business)
- Jakarta Representative Office
- Seoul Representative Office
- Sumitomo Mitsui Trust Bank (Thai) Public Company Limited (Banking Business)
- Sydney Representative Office

An overseas network that can provide global financial services

Corporate Information (as of December 31, 2020)

Registered Trade Name: Sumitomo Mitsui Trust Holdings, Inc.

Headquarters Location: 1-4-1 Marunouchi, Chiyoda-ku, Tokyo 100-8233, Japan

Date of Establishment: February 1, 2002 (Change of trade name: April 1, 2011)

Main Business: With trust banking at its core, Sumitomo Mitsui Trust Holdings, Inc., will focus on the management of business operations, as the holding company of the Sumitomo Mitsui Trust Group, and sets the following (1) - (8) as its key functions:

(1) Supervising management strategies (including the allocation of management resources)
(2) Supervising financial management
(3) Supervising human resource management
(4) Controlling budget and expenses
(5) Supervising IT management
(6) Supervising risk management
(7) Supervising compliance management
(8) Managing internal auditing

Capital: 261,608,725,000 Yen

Stock Exchange Listings: Tokyo, Nagoya Stock Exchanges
Tokyo (1st Section), Nagoya (1st Section)

Securities Code: 8309

Rating Information (as of December 31, 2020)

		Long-term	Outlook	Short-term
Sumitomo Mitsui Trust Holdings	JCR	AA-	Stable	—
	R&I	A	Stable	—
Sumitomo Mitsui Trust Bank	S&P	A	Stable	A-1
	Moody's	A1	Stable	P-1
	Fitch	A-	Stable	F1
	JCR	AA-	Stable	—
	R&I	A+	Stable	a-1

Issued: January 2021

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SuMi TRUST
SUMITOMO MITSUI TRUST HOLDINGS



SUMITOMO MITSUI TRUST HOLDINGS