

## CORPORATE GOVERNANCE

Last updated: July 19, 2024

**Sumitomo Mitsui Trust Holdings, Inc.**

President Executive Officer: Toru Takakura

Inquiries: 03-6256-6000

Securities Code No.: 8309

<https://www.smth.jp/english/>

The status of the corporate governance of Sumitomo Mitsui Trust Holdings, Inc. (“SuMi TRUST Holdings”) is described below.

### I. Fundamental Perspectives on Corporate Governance, Capital Structure, Corporate Profile, and Other Basic Information

#### 1. Fundamental Perspectives

##### (1) Fundamental Perspectives on Corporate Governance

SuMi TRUST Holdings has established and posted on its website a “Basic Policy on Corporate Governance,” a set of corporate governance guidelines aiming to contribute to sustainable growth and medium- to long-term enhancement of the corporate value of Sumitomo Mitsui Trust Group (the “SuMi TRUST Group”).

[https://www.smth.jp/en/about\\_us/management/governance/policy.pdf](https://www.smth.jp/en/about_us/management/governance/policy.pdf)

(i) In order to adhere to the principles of sound management based on a high degree of self-discipline with the background of fiduciary spirit and establish strong credibility from society, SuMi TRUST Holdings commits itself to enhancing its corporate governance system in line with the following fundamental perspectives:

- SuMi TRUST Holdings shall respect shareholder rights, and endeavor to develop an environment in which shareholders can exercise their rights appropriately and effectively, and to secure effective equal treatment of shareholders.
- By recognizing the importance of its social responsibilities and public mission, SuMi TRUST Holdings shall endeavor to appropriately cooperate with its stakeholders such as shareholders, customers, employees, business partners, and local communities, and to establish corporate culture and climate where it conducts sound business operations based on a high degree of self-discipline.
- In order to establish the basis for constructive dialogue with its stakeholders, SuMi TRUST Holdings shall separately set out its Disclosure Policy, and endeavor to appropriately disclose corporate information, including non-financial information, and ensure the transparency of its corporate management.
- As a financial holding company with the function of managing the business administration of the SuMi TRUST Group, SuMi TRUST Holdings shall adopt the institutional design of the Company with Three Committees and, by separating execution and supervision of business, shall endeavor to ensure the Board of Directors’ role of effective oversight.
- SuMi TRUST Holdings shall engage in constructive dialogue with its stakeholders in order to contribute to sustainable growth and medium- to long-term enhancement of the corporate value of SuMi TRUST Holdings.

(ii) SuMi TRUST Holdings places the “balanced creation of both social value and economic value” at the core of its management philosophy. By defining the Group’s reason for existence (“Purpose”) and identifying priority issues (materiality) such as low birthrate and aging population, climate change, and digitalization, SuMi TRUST Holdings dedicates itself to solving social issues and also considers it an opportunity for growth.

(iii) The Board of Directors sets out the Management Principles (“Mission”), Ideal Model (“Vision”), and Codes of Conduct (“Value”) as the anchor for all of its activities, which is shared by all of the officers and employees of the SuMi TRUST Group.

## (2) Role and Function of SuMi TRUST Holdings in the SuMi TRUST Group

In the SuMi TRUST Group, SuMi TRUST Holdings determines the management policies and business models of the entire Group and disseminates them to each Group company, while at the same time, takes responsibility for the following functions, in an effort to fulfill its role of group management that allows each company to realize the respective management plans that have been formulated in accordance with such policies.

### <<Formulating group management strategy>>

SuMi TRUST Holdings adjusts the business strategies of Sumitomo Mitsui Trust Bank, Limited (“SuMi TRUST Bank”) and other subsidiaries and affiliated companies, which it directly owns (collectively referred to in this report as the “Directly Owned Companies”), and creates management strategies to maximize the profits of the entire SuMi TRUST Group, as well as shareholder value.

### <<Monitoring administration of business activities>>

While the Directly Owned Companies take responsibility for the operation of their own business activities, SuMi TRUST Holdings engages in activities that include (i) monitoring the Directly Owned Companies’ operation of business activities in order to, among other things, ensure its consistency with the group strategies and (ii) understanding the performance of each business activity.

### <<Allocating management resources>>

SuMi TRUST Holdings allocates the SuMi TRUST Group’s management resources (personnel, expenses, investment in systems, capital, etc.), and monitors the usage of management resources at the Directly Owned Companies.

### <<Supervising risk management>>

SuMi TRUST Holdings creates the basic risk management policy for the entire SuMi TRUST Group and, among other things, monitors the risk management activities of the Directly Owned Companies.

### <<Supervising compliance management>>

SuMi TRUST Holdings creates the basic policy for SuMi TRUST Group’s corporate ethics and compliance standards as action guidelines for officers and employees and, among other things, monitors compliance of the Directly Owned Companies.

### <<Managing internal auditing>>

SuMi TRUST Holdings creates the basic policy on the internal auditing of the entire SuMi TRUST Group, and engages in activities such as understanding, among other things, the Directly Owned Companies’ preparedness for internal audits and giving instructions necessary for the Directly Owned Companies.

## 【Reasons for not implementing each principle of the Corporate Governance Code】

SuMi TRUST Holdings implements every principle of the Corporate Governance Code revised on June 11, 2021.

## 【Disclosure based on each principle of the Corporate Governance Code】 (Updated)

[Principle 1-4]

<Policies Regarding Strategic Shareholdings>

- SuMi TRUST Group sets out “creating a virtuous circle from increased enterprise value leading to increase in household savings, assets and capital” as one of its Visions.
- In order to achieve this goal, the Group, recognizing its special role as a trust group that is both an investor and a provider of solutions to increase corporate value, has transitioned to a policy under which, in principle, we shall not hold any conventional “Strategic Shareholdings” (that is, shares of business partners held as a stable shareholder without the purpose of forming a capital or business alliance, etc.).
- In accordance with this policy, we will engage in dialogue with our business partners with the aim of increasing their corporate value and solving their issues based on the environment in which they operate and stakeholder trends, and through such dialogue, we will accelerate the reduction of our Strategic Shareholdings. As a current medium-term target, we aim to reduce our holdings by 150 billion yen (as measured by original acquisition cost, not current market value) over the three years from FY2023 to FY2025.
- Furthermore, during the interim period until the Strategic Shareholdings are reduced, the Board of Directors shall examine and verify the correlation between the benefits/risks and capital cost of holding the Strategic Shareholdings.

<Results of Reduction of Strategic Shareholdings>

In fiscal year 2023, the SuMi TRUST Group reduced Strategic Shareholdings (at cost) by 79.3 billion yen. As a result, the balance amounts of Strategic Shareholdings in 72 companies were reduced to zero.

<Examination of Status of Strategic Shareholdings>

- SuMi TRUST Holdings carefully observes and examines the relationship between the benefits/risks and the capital costs of Strategic Shareholdings based on the following profitability indicators.
  - Profitability indicators  
(Profit after deduction for credit costs/expenses) ÷ (Equity risk-weighted assets + credit risk-weighted assets)
- We continue to examine and verify the correlation between the benefits/risks and capital cost of holding the Strategic Shareholdings, both overall and on a per-company basis, based on profitability indicators, while at the same time engaging in dialogue with our business partners with the aim of increasing their corporate value and solving their issues, regardless of profitability. In this way, we continue to discuss measures for reducing our holdings. Based on the status of these discussions, and after carefully examining the impact of reducing the Strategic Shareholdings on our financial targets, client base, etc., we are verifying the appropriateness of our targets and actions for reducing the Strategic Shareholdings, and the Board of Directors confirms these determinations on a regular basis.

<Standards for Voting on Strategic Shareholdings>

- SuMi TRUST Holdings and SuMi TRUST Bank, which is a core subsidiary of SuMi TRUST Holdings, shall exercise voting rights in respect of the shares they hold, after taking into consideration for the medium- to long-term enhancement of the value of the SuMi TRUST Group’s shareholders, depositors, and various other stakeholders, while also aiming to increase the corporate value of the issuing company of cross-shareholding shares (the “Issuing Company”) over the medium to long term.
- These voting rights shall be exercised through adequate dialogue with the Issuing Company while respecting the unique nature and direction of the Issuing Company’s management after consideration of the business environment, etc. in which the

Issuing Company operates.

- When exercising voting rights, the decision to vote for or against each agenda item shall be made based on the guidelines for the exercise of voting rights prescribed separately, and also bearing in mind the following perspectives:
  - (i) The decision shall be based not only on external and formal criteria, but also on the unique characteristics of the Issuing Company and the industry and business environment in which the Issuing Company operates.
  - (ii) The decision shall be made not only for the fiscal year under review, but also on a longer time span and with a future orientation.
  - (iii) In addition to the financial figures, non-financial factors (such as corporate governance and the creation of social value) shall be taken into account in the decision.
- In the case that there is a risk of conflicts of interest upon the exercise of the voting rights, SuMi TRUST Holdings and SuMi TRUST Bank shall properly deal with the risk pursuant to the Management Policy Concerning Conflicts of Interest prescribed separately.
- The policy on exercising voting rights is published on SuMi TRUST Holding's website: (Standards for Voting on Cross-Shareholding Shares)  
<https://www.smth.jp/english/-/media/th/english/news/2021/E211111-1.pdf>

[Supplementary Principle 1-4-1]

<Policy When Strategic Shareholders Indicate Their Intention to Sell, Etc. Their Shares>

When strategic shareholders indicate their intention to sell, etc. their shares, SuMi TRUST Holdings shall not hinder their selling, etc. by, for instance, implying a possible reduction of business transactions.

[Principle 1-7]

<Management System of Related Party Transactions>

SuMi TRUST Holdings sets out in Article 20 (Management System of Related Party Transactions) of the "Basic Policy on Corporate Governance" that when the SuMi TRUST Group engages in transactions with its officers or major shareholders, etc., the transactions shall be referred to the Board of Directors for prior approval, in order to ensure that such transactions do not harm, among other interests, the interests of the SuMi TRUST Group or the common interests of its shareholders, except where the trading terms are obviously equivalent to those of general transactions. In addition, SuMi TRUST Holdings separately prescribes, and discloses an outline of, the Management Policy Concerning Conflicts of Interest pursuant to laws, etc. in order to ensure that the interests of its customers are not unfairly harmed, and appropriately manages transactions that may give rise to a conflict of interest pursuant to this policy.

[Supplementary Principle 2-2-1]

<Review of the Status of Implementation of Company Conduct Standards>

SuMi TRUST Holdings conducts an awareness survey and compliance survey on the SuMi TRUST Group's employees each year. The questions cover employees' satisfaction, sense of burden, corporate outlook, recognition of the current state of their jobs, superiors, workplaces and company and other matters. The results of the survey are compiled and reported to the Board of Directors, which shares information about the state of compliance with conduct standards, SuMi TRUST Holdings' corporate culture and others.

[Principle 2-3] [Supplementary Principle 2-3-1]

<Sustainability Issues, Including Social and Environmental Matters>

In light of the SuMi TRUST Group's approach to balancing the creation of both social and economic value, and taking into account changes in economic and social circumstances, the requests of stakeholders, and the opinions of external directors and external experts, the Group has identified priority issues (materiality) likely to impact the value creation process over the medium-to-long term. After first identifying materiality in FY2015, we have periodically reviewed them ever since, and in FY2022, with a view to the formulation of a new medium-term management plan kicking off the following year, we narrowed down the number of items with a focus on improving comprehensiveness and enhancing their effectiveness. We also carried out a reassessment so that they better align with the Group's unique strengths and challenges.

In terms of our framework for addressing sustainability, as part of the restructuring of our executive meeting bodies in April 2023, we established a Sustainability Committee at SuMi TRUST Holdings and SuMi TRUST Bank as an advisory body to the Executive Committee. This committee will play a crucial role in recognizing sustainability-related issues, formulating policies, implementing measures, and facilitating external disclosure. It will deliberate on these matters and present them to the Executive Committee.

Of the individual issues around sustainability, for climate change in particular, we announced the Carbon Neutral Commitment and joined the NZBA in 2021, and at the same time, we formed the Climate Change Response Project Team (which was disbanded in March 2023) and then in April 2022 established the Carbon Neutrality Planning and Management Department. We are promoting various measures and working to strengthen risk management and information disclosure related to climate change. The Sustainability Committee, the Executive Committee, and the Board of Directors and its advisory body, the Risk Committee, periodically deliberates on these issues. In April 2024, the Carbon Neutrality Planning and Management Department was incorporated into the Sustainability Management Department. Going forward, the Sustainability Management Department, as the department overseeing the Group's response to climate change, will collaborate with each business and affiliated company to accelerate its initiatives.

Also, in response to the growing importance of addressing social (human rights) issues as a financial institution, we revised our human rights policy in February 2023. In FY2023 we developed an environmental and social risk framework to function as the Group's human rights due diligence system and started conducting assessments of SuMi TRUST Bank's business partners in Japan, its suppliers, and contractors.

Through these measures, we aim to strengthen our response to social and environmental issues at the operational level and position them as management challenges for creating shared value with society. We will engage in multi-faceted discussions at the board level regarding the most important topics, and work towards the long-term enhancement of the Group's corporate value.

[Supplementary Principle 2-4-1]

<Ensuring Diversity in the Recruitment of Core Personnel>

#### 1. Approach to Ensuring Diversity, Human Resources Development Policy, and Internal Environment Improvement Policy

The SuMi TRUST Group has formulated a Basic Policy for Personnel Affairs Management, the goal of which is to provide a workplace in which individuals' diversity and creativity are fully utilized as value-added to the organization and they can have dreams and pride and feel motivation when working, to form a workforce capable of successfully providing comprehensive solutions by making full use of their advanced expertise and comprehensive capabilities and to promote their activities.

In addition, in April 2018, we established the SuMi Trust Group Human Resources Development Policy to improve the working environment and bolster human resources. We have continued to promote diversity and inclusion since establishing a Diversity & Inclusion Office (D&I Office) in October 2016 at SuMi TRUST Bank and then in October 2017 at SuMi TRUST Holdings. To further the initiatives implemented thus far, in April

2023 we added the concept of “equity” and changed the name of the office to the Diversity, Equity, & Inclusion Office (DE&I Office). To promote DE&I across the entire Group, we will continue to facilitate information exchange and discussions among the companies within the Group. By working together on a Group-wide basis, we aim to support employees with diverse attributes and backgrounds, ensuring fair and equitable support. Through these efforts, we seek to foster creativity, organizational strength, and innovation within the Group.

For specific details on the Policy and our efforts to implement it, please refer to SuMi TRUST Holdings’ website and Integrated Report and to “Others” in “3. Measures for Respecting the Position of Stakeholders” in Part III of this report.

Basic Policy for Personnel Affairs Management:

[https://www.smth.jp/english/about\\_us/management/human\\_resources](https://www.smth.jp/english/about_us/management/human_resources)

Human Resources Development Policy:

[https://www.smth.jp/english/about\\_us/management/human\\_resources#anc-02](https://www.smth.jp/english/about_us/management/human_resources#anc-02)

Integrated Report:

<https://www.smth.jp/english/investors/report/disclosure>

## 2. Status of Ensuring Diversity

- With respect to the appointment of female managers, the SuMi TRUST Group is supporting Keidanren’s Here We Go 203030 policy to boost the percentage of female directors to at least 30% by 2030. In response, the Group set a KPI to have more than 20% women at the rank of section manager, team manager or higher by March 31, 2025.
- At our core subsidiary SuMi TRUST Bank, guided by its general business owner action plan based on Japan’s Act of Promotion of Women’s Participation and Advancement in the Workplace, and with the goal of increasing the number of women in decision-making positions, it set a KPI that calls for more than 20% women at the rank of section manager or higher (currently 15.2% as of March 31, 2024) and more than 30% in charge of management operations (currently 31.6% as of March 31, 2024) by October 2024.
- To promote women’s participation and advancement in the workplace, we are promoting various measures with a view to the advancement of women to management positions, including the formulation of pipeline models to facilitate the planned nurturing of employees in each business and training to enable female employees to build their own career path. In addition, starting in fiscal 2021, we introduced an executive support system in which executive officers get actively involved in women’s management and support the acquisition of a wide range of knowledge, perspectives, and personal connections over a period of approximately one year.
- We are actively recruiting mid-career professionals to ensure diversity, which is one of our strengths as a trust group. In recent years, our core subsidiary SuMi TRUST Bank has been recruiting more than 100 mid-career people every year in Japan, regardless of nationality, including from different industries. As of March 31, 2024, 22% of annual recruits are mid-career professionals, with mid-career professionals also making up 24% positions at the rank of section manager or higher, and we will continue to work toward maintaining the current level.
- With respect to non-Japanese nationals, our core subsidiary SuMi TRUST Bank has a total of approximately 90 local staff working in Japan and approximately 770 local staff members working at its overseas offices. The percentage of local staff in management positions at each overseas office is about 74% (as of March 31, 2024), and we will continue to work toward maintaining the current level.

Going forward, we will continue to encourage diverse human resources to excel through work environment improvements, appointments, training, etc., in accordance with our Basic Policy for Personnel Affairs Management and our Human Resources Development Policy.

[Principle 2-6]

<Demonstration of Functions as Asset Owners of Corporate Pension Funds>

In February 2016, the SuMi TRUST Bank Pension Fund announced its policy to accept Japan's Stewardship Code. Accordingly, the SuMi TRUST Bank Pension Fund dispatches experienced corporate pension managers from the Group as Pension Management Directors to fulfill its role as an asset owner of corporate pension funds to support stewardship activities. In October 2018, the SuMi TRUST Bank Pension Fund set up its website to provide information to beneficiaries (participants and qualified recipients). The information includes reports on relevant activities such as monitoring investment performance at each management institution.

Regarding the management of conflicts of interest which have possibly occurred between beneficiaries of corporate pension and companies, the SuMi TRUST Bank Pension Fund works to ensure that the interests of the beneficiaries are maximized in accordance with the Basic Management Policy, which has been set forth based on the guidelines of the Ministry of Health, Labour and Welfare. In specific terms, the SuMi TRUST Bank Pension Fund enhances the value of pension assets through the selection and monitoring of management institutions (including stewardship activities such as the exercise of voting rights). Furthermore, a system is in place in which the Asset Management Committee, which comprises investment professionals, and the Board of Representatives, the majority of which comprises representatives of the beneficiaries, examine, as necessary, whether the management is being made in accordance with the Basic Management Policy and whether there are any conflicts of interest.

[Principle 3-1] [Supplementary Principle 3-1-3]

<Management Principles and Medium-Term Management Plan> <Sustainability Initiatives>

- The SuMi TRUST Group has established the SuMi TRUST Group's management principles and posted them on its website.

[https://www.smth.jp/en/about\\_us/philosophy/index.html](https://www.smth.jp/en/about_us/philosophy/index.html)

- To contribute to achieving carbon neutrality, we announced the SuMi TRUST Group Carbon Neutral Declaration.

<https://www.smth.jp/english/-/media/th/english/news/2021/E211020.pdf>

- Regarding our Medium-Term Management Plan, in keeping with our Purpose, we formulated a strategy for the three-year period of FY2023 to FY2025 based on the concept, Paving the Way for the Next 100 Years, with the "Power of Trust."

<https://www.smth.jp/english/-/media/th/english/news/2023/E230512-1.pdf>

- SuMi TRUST Holdings publishes and posts on its website the Integrated Report every year, which covers in detail initiatives towards reforms of corporate governance, initiatives towards the enhancement of fiduciary duties and sustainability initiatives, in addition to the medium- to long-term management strategies of SuMi TRUST Holdings.

<https://www.smth.jp/en/ir/annual/index.html>

- With regard to sustainability initiatives, we have issued Basic Policy on Social Responsibility of Sumitomo Mitsui Trust Group (Sustainability Policy) as well as a detailed and comprehensive Sustainability Report, which are posted on our website.

From fiscal year 2020, we prepare information from four perspectives: "Governance," "Planet (Environment)," "People (Society)," and "Prosperity (Economy)," based on the measurement indicators of stakeholder capitalism compiled by the World Economic Forum's International Business Council.

Sustainability Policy:

[https://www.smth.jp/english/sustainability/management/philosophy/csr\\_policy](https://www.smth.jp/english/sustainability/management/philosophy/csr_policy)

Sustainability Report: <https://www.smth.jp/english/sustainability/report>

- Sustainability booklets with featured themes are also available on our website.

In particular, the TCFD (Climate Change) Report has been published in line with TCFD recommendations. The "Strategy" section presents initiatives for carbon neutrality, business opportunities arising from climate change, renewable energy finance, and various types of transition finance, as well as the results of scenario analyses of transition risk and physical risk. Meanwhile, the "Metrics and Goals" section presents SuMi TRUST Group's long-term sustainable finance targets and medium-term targets for reducing GHG emissions, as well as the setting of GHG emission reduction targets for investment and loan portfolios.

<https://www.smth.jp/english/sustainability/report>

- With respect to human and intellectual capital, which are among the six types of capital that form the financial and non-financial management foundation aimed at achieving the balanced creation of both social value and economic value, the status of our initiatives taken in relation to our priority issues (materiality) are disclosed in our Integrated Report and Sustainability Report.

<Fundamental Perspectives and Basic Policy on Corporate Governance>

- The fundamental perspectives and basic policy, etc. on corporate governance are given in I. 1. (1) Fundamental Perspectives on Corporate Governance of this report for your reference.

<Policy and Procedure for Deciding Compensation of Directors, and Other>

The compensation of officers shall be determined by the Compensation Committee upon examination of its appropriateness, etc. Details of the policies and procedures relating to the determination of the compensation of officers, including directors and executive officers (\*1), by the Compensation Committee are given in II. 1. <Directors' and Executive Officers' (\*1) Compensation> (Appendix 2), and an outline of the Compensation Committee is given in "II. 2. Items Related to Business Execution, Audit and Oversight, Nominations and Setting of Compensation, etc. (Overview of Corporate Governance Framework)" of this report, respectively, for your reference.

(\*1) Executive Officer as defined in the Companies Act (the same shall apply hereafter).

<Policies and Procedures Regarding Nomination and Dismissal of Candidates for Directors and Executive Officers (\*1), and Reasons for Appointment of Each Senior Management>

- SuMi TRUST Holdings shall decide candidates for directors and executive officers (\*1) from among a wide range of diversified individuals at the Nominating Committee pursuant to the nomination policies and procedures set forth in Article 10 (Policies Regarding Nomination and Dismissal of Directors and Executive Officers (\*1)) of the "Basic Policy on Corporate Governance."

Also, SuMi TRUST Holdings shall deliberate dismissal of directors and executive officers (\*1) pursuant to the dismissal policies set forth in Article 5.

For the reasons for appointment of directors and executive officers (\*1), please refer to Appendix 1 attached to this report.

(The details concerning external directors are given in II. 1. < Matters relating to external directors > of this report for your reference.)



[Supplementary Principle 4-1-1]

<Outline of Scope of Delegation to Management Team>

Article 3 (Board of Directors) of our Basic Policy on Corporate Governance stipulates that the Board of Directors shall aim to achieve the Company's Purpose while ensuring fiduciary responsibility and responding to the trust of all stakeholders, and appropriately allocate resources to stakeholders to ensure sustainability as a corporation, mainly by making decisions on, and supervising the execution of, basic management policies, including medium- to long-term management strategies and policies related to internal controls. For the purpose of realizing agile corporate management and strengthening the supervision of executive officers, the Board of Directors, with the exception of matters that are required by law to be decided by the Board of Directors, shall, in principle, delegate decisions on the execution of business to executive officers, and supervise the execution of executive officers and other officers.

[Supplementary Principle 4-1-3]

<Succession Planning for the CEO and Other Top Executives>

SuMi TRUST Holdings has clarified the quality and capabilities as well as personalities required as executive of SuMi TRUST Holdings, SuMi TRUST Bank and Sumitomo Mitsui Trust Asset Management Co., Ltd. ("SuMi TRUST AM") as part of its succession planning. After deliberation at the Nominating Committee, SuMi TRUST Holdings has also formulated and is operating a "Plan to Foster Human Resource as Potential Executives," which prescribes various training programs and forums for fostering human resources as potential executives and processes for managerial promotion.

[Supplementary Principle 4-2-2]

<Formulation of Sustainability Policy, etc.>

Given that sustainability initiatives are one of its key management issues, the Board of Directors of SuMi TRUST Holdings has established a Basic Policy on Social Responsibility (Sustainability Policy), and will continue to deepen discussions on priority issues (materiality) that have an important impact on balancing social value creation and economic value creation, as well as the framework of management.

<Effective Supervision by the Board of Directors over the Allocation of Management Resources and the Business Portfolio>

One of the nine strategies in our Medium-Term Management Plan (FY2023–25) is the multi-stakeholder capital strategy (enhancement of our management foundation). By implementing disciplined investments/capital allocation for each stakeholder, including growth investments, shareholder returns, and human capital investments, we are further strengthening our ability to intersect and merge businesses, thereby reinforcing our business portfolio.

Going forward, the Board of Directors is committed to continuing its focus on deepening discussions and supervising the Company in order to contribute to sustainable growth and increase medium- to long-term corporate value.

[Principle 4-6]

<Execution and Supervision of Business>

To ensure the effectiveness of independent and objective supervision of management by the Board of Directors, non-executive directors with no involvement in the execution of business make up 75% of the Board of Directors. Moreover, SuMi TRUST Holdings has appointed an external director as chairman of the Board. For details about the chairman of the Board, please refer to II. 1. <Support System for External Directors> of this report.

[Principle 4-8]

<Policy on Efforts to Appoint at Least One-Third Independent External Directors>

SuMi TRUST Holdings sets out in Article 9 (Composition of the Board of Directors) of the “Basic Policy on Corporate Governance” that in light of the importance of external directors’ functions in the corporate governance, SuMi TRUST Holdings shall operate the Board of Directors with at least one-third of directors being independent external directors, in principle.

As of the date of submission, eight of the 16 directors are independent external directors, and the percentage of independent external directors is 50%. Looking ahead to FY2025, we will consider reducing the size of the Board of Directors and having a majority of independent external directors.

#### <Effective Use of Independent External Directors>

In order to ensure the effectiveness of its corporate governance system and further enhance the soundness and reliability of the business model and the transparency of management of the SuMi TRUST Group, SuMi TRUST Holdings, pursuant to Article 14 (Establishment of Committees) of the “Basic Policy on Corporate Governance,” shall establish a Risk Committee and a Conflicts of Interest Committee, in which independent external directors or external experts shall participate, as advisory bodies to the Board of Directors, in addition to the Nominating Committee, the Compensation Committee and the Audit Committee, which are required to be established under the Companies Act. All of these committees shall be chaired by external directors or external experts and the majority of the members of these committees shall be external members. For details, please refer to “II. 2. Items Related to Business Execution, Audit and Oversight, Nominations and Setting of Compensation, etc. (Overview of Corporate Governance Framework)” of this report.

#### [Supplementary Principle 4-8-1]

##### <Exchange of Information and Shared Awareness Among Independent External Directors from an Independent and Objective Standpoint>

Under Article 12 (External Directors Meeting) of our Basic Policy on Corporate Governance, we have established an informal meeting body comprised solely of independent external directors. The purpose of this is to facilitate information exchange and a shared understanding among independent external directors, foster a relationship of trust among them, and strengthen the supervisory function of the Board of Directors. In principle, this meeting is held at least once a year, during which discussions take place regarding management issues, the administration of the Board of Directors, and our governance structure. If needed, appropriate recommendations are made to the chairman of the Board and the president. Through open and active discussions among independent external directors, we aim to enhance the objectivity and independence of the Board of Directors.

#### [Principle 4-9]

##### <Independence Standards of Independent External Directors>

SuMi TRUST Holdings has established the Independence Standards of Independent External Officers, and the details of these Standards are given in II. 1. <Independent officers> of this report and posted on SuMi TRUST Holdings’ website.

[https://www.smth.jp/en/about\\_us/management/governance/independence.pdf](https://www.smth.jp/en/about_us/management/governance/independence.pdf)

#### [Supplementary Principle 4-11-1]

##### <Perspectives on the Balance of Knowledge, Experience, and Capability, Diversity and Scale of the Board of Directors as a Whole>

The SuMi TRUST Group’s reason for existence, or Purpose, is to create new value with the power of trusts and let prosperous future for our clients and society bloom. We also recognize that taking on the mission of solving social issues presents us with growth

opportunities, which is why we have placed at the core of management the notion of balancing the creation of both social and economic value.

In our current Medium-Term Management Plan that we announced in May 2023, based on our Purpose and fiduciary duty, we identified a number of priority issues (materiality) towards creating a virtuous circulation of funds, assets, and capital. They include the age of 100-year life, ESG and sustainable management, regional ecosystems and the global investment chain (networking), and trusts + DX. We aim to create value by establishing key strategic areas based on these materiality.

To this end, from the standpoint of enabling effective oversight by the Board of Directors, we identify the skills needed to address the Company's priority issues (materiality) based on the discussions of the Nominating Committee. These skills are then sought in potential director candidates.

Furthermore, it is the policy of SuMi TRUST Group to build a broadly diverse and well-balanced formation and work toward the sustainable improvement of the corporate value of the Group while strengthening the supervisory function by assigning highly specialized experts to the statutory and voluntary committees established by supervisory bodies.

The skills matrix which maps the knowledge, experience, etc. of each internal and external director is shown in the Reference Documents Concerning the Ordinary General Meeting of Shareholders of the Convocation Notice of Ordinary General Meeting of Shareholders for the 13<sup>th</sup> Fiscal Period and General Meeting of Class Shareholders by Common Shareholders. We have already appointed multiple external directors who have management experience at other companies.

<https://www.smth.jp/english/-/media/th/english/stock/meeting/E240522-1.pdf>

Details on the ideas expressed above are provided in Article 9 (Composition of the Board of Directors) and Article 10 (Policies Regarding Nomination and Dismissal of Directors and Executive Officers (\*1)) of the "Basic Policy on Corporate Governance." Accordingly, as of the day this report was submitted, we have made steady progress on realizing diversity mainly by appointing two female external directors, an external director who is also a legal expert, and an external director who is an accounting professional.

The board of our core subsidiary SuMi TRUST Bank, and those of Sumitomo Mitsui Trust Asset Management and Nikko Asset Management, also have a good balance of directors possessing a wide range of experiences, expertise, and knowledge in various fields, including corporate management, finance, investment operations, and international affairs. We therefore strive to ensure the proper functioning of these boards by incorporating a variety of viewpoints with the participation of women and foreigners.

[Supplementary Principle 4-11-2]

<Situation Concerning Officer Posts that Directors Hold at Other Listed Companies>

The situation concerning officer posts that external directors hold at other listed companies is indicated in II. 1. < Matters relating to external directors > of this report. Other than external directors, no directors currently hold officer posts at other listed companies.

[Supplementary Principle 4-11-3]

<Outline of Results of Analysis and Evaluation Concerning the Effectiveness of the Board of Directors as a Whole>

Every year we conduct an evaluation of the effectiveness of the Board of Directors (hereinafter, the "Evaluation of the Board of Directors") in an effort to enhance its effectiveness by adopting measures aimed at improving issues identified in the evaluation and by implementing the PDCA cycle.

In FY2023, the evaluation confirmed that the Board of Directors and each committee are aware of their respective objectives and are endeavoring to invigorate discussions and enhance supervisory functions. As a result, a certain degree of effectiveness is being

sustained. However, the Board and each committee recognize there to be issues that ought to be improved and enhanced in order to achieve the Board's ideal future vision. The results of the Evaluation of the Board of Directors will be posted on SuMi TRUST Holdings' website.

[https://www.smth.jp/english/about\\_us/management/governance#anc-04](https://www.smth.jp/english/about_us/management/governance#anc-04)

[Supplementary Principle 4-12]

<Invigorate Deliberations at the Board of Directors>

The Board of Directors has established a basic management policy and makes decisions on the selection of business models and risk-taking through the formulation of management plans, and supervises the execution of duties by executive officers and others. To fulfill such a role, the Board of Directors selects management priority issues and themes from a medium- to long-term perspective, in addition to matters required by laws and regulations, as the "management theme," and discusses them freely without the express purpose of reaching conclusions.

Through these initiatives, the Board of Directors utilizes the insights and perspectives of the external directors on important themes at the heart of management.

[Supplementary Principle 4-14-2]

<Policies on Training of Directors>

SuMi TRUST Holdings sets out its policies regarding the training of directors as follows in Article 11 (Provision of Information to Directors) of the "Basic Policy on Corporate Governance":

- The management team shall collect and provide information regarding economic conditions, industry movement, compliance with laws, corporate governance, finance & accounting, and any other matters, which is required by directors in order to perform their roles and functions, and it shall thereby support directors' execution of duties.
- When the external directors of SuMi TRUST Holdings assume office, or at other times deemed appropriate, the management team shall provide them with information about the Group's management strategy, management plan, status of various businesses, operating environment, and management issues, so they can gain a proper understanding of such matters.

In addition, the "Policy on Training of Directors and Other Officers" was established in February 2016. SuMi TRUST Holdings will clarify systematically the training and orientation sessions as well as other training programs SuMi TRUST Holdings had hitherto offered, and report to the Board of Directors on the status of implementation for training programs. Implementation status for the fiscal year 2023 is as follows.

1. Providing opportunities to external directors to acquire knowledge on business, etc.
  - Each year, business briefings by the managerial departments and the planning departments of main businesses are provided to newly-appointed external directors, depending on their situation.
  - In addition, for the currently serving external directors, external lecturers, etc. were invited to provide business briefings on highly specialized topics and themes that are of interest to external directors. Specific topics covered are as follows.

Major topics: \_

- Information for directors based on the code of conduct for corporate acquisitions
- Cyber security
- Trends in the global asset management industry
- Best interests of the client

- Recent trends in sustainability disclosure standards
  - Trends in the economic and financial environment in Japan and overseas
  - Advance briefing on matters to be deliberated by the Board of Directors
  - Attendance at the Group Management Strategy Meeting held at the beginning of the fiscal year
  - Compliance training (jointly held with internal officers): Participation in training about US laws, as well as officer compliance training
  - Joining in at the “Officers Hearings,” “General Managers of Overseas Offices Hearings,” and “Group Affiliated Company President Hearings,” which are held as interviews with the Audit Committee members and Audit and Supervisory Committee members
2. Various training and seminars mainly for internal officers
- Workshops on highly specialized topics held jointly with external directors (See 1. Above for major topics, etc.)
  - 
  - Compliance training programs: Conducting training about US laws and compliance training programs for officers
  - Workshops for newly appointed managing executive officers: Provided necessary knowledge and skills for newly appointed managing executive officers based on lectures by leading external lecturers in the fields of governance and corporate management. In the last session, each participant gave a PR (public relations) presentation assuming he/she took chair of the president.
  - Training for newly appointed executive officers: Implemented for the purpose of having officers fully understand what is expected of them so they can change their way of thinking and transform from branch/ general managers into a management team (executive officers) capable of achieving overall optimization, future creation, and innovation
  - Participation in overseas business school programs: Aims to build networks with global executives, gain insights into top-level capabilities of global companies, enhance communication skills both domestically and internationally, demonstrate personal charisma, and cultivate knowledge.
  - Human rights training programs: Conducted together with external directors. The topics were as follows.
    - History of the Company’s human rights education initiatives
    - Anticipating LGBTQ risks in the context of corporate and human rights issues
  - Human rights due diligence on external stakeholders

[Principle 5-1]

<Policy Regarding Structural Development and Efforts to Promote Constructive Dialogue with Shareholders>

SuMi TRUST Holdings has established the Policy for Constructive Dialogue with Shareholders, etc. as provided in Article 24 (Policy for Constructive Dialogue with Shareholders, etc.) of the “Basic Policy on Corporate Governance”:

- SuMi TRUST Holdings shall emphasize constructive dialogue with its shareholders, etc., and shall endeavor to engage in dialogue with its shareholders, etc. through various opportunities under the initiative of its senior management.
- Through constructive dialogue, SuMi TRUST Holdings shall endeavor to obtain the understanding of its shareholders, etc. regarding SuMi TRUST Holdings’ management policies, and it shall endeavor to support sustainable growth and medium- to long-term enhancement of the corporate value of the SuMi TRUST Group, by absorbing and reflecting analyses of management administration and views from the perspective of

capital providers, etc. through listening to the voice of the shareholders, etc. Additionally, the content of dialogue with shareholders and other stakeholders, including their opinions and requests, is regularly reported to the Board of Directors and the Executive Committee. Through appropriate deliberation, this information is used to enhance our corporate value. For details, including the structural development for the promotion of dialogue as well as other efforts and measures, please refer to “III 2. Activities Regarding IR” of this report.

We also disclose information appropriately in accordance with our disclosure policy. The details of our disclosure policy are included in the Financial Data Section of our Annual Report and on our website.

<https://www.smth.jp/english/disclosurepolicy>

<Engaging in dialogue with shareholders>

For information about how we engage in dialogue with shareholders, please refer to our Integrated Report which will be posted on our website.

<https://www.smth.jp/english/investors/report/disclosure>

[Principle 5-2]

<Measures for realizing management that is conscious of capital costs and the share price>

1. Assessment of current situation

- At the end of March 2024, the Company’s PBR was just shy of 0.8x, an improvement from March 2023.
- We recognize that the major factors in FY2023 were changes in the Japanese economic environment and the revitalization of investment in the capital markets. Particularly in the banking sector, expectations of stronger earnings were buoyed by improvements in the interest rate environment.
- Regarding capital costs, figures based on CAPM (Capital Asset Pricing Model) and PER are around 7% to 9% (as of the end of March 2024). In contrast, the ROE for FY2023 was 2.7% (approximately 7% excluding special factors), with the PBR below 1.0x, as mentioned above. Considering this, we recognize the need to work on improving ROE and reducing capital costs. The special factors are the recognition of significant equity-related losses due to the winding down and rebuilding of positions in a Japanese equity bear fund.
- Going forward, we aim to demonstrate steady growth towards achieving an ROE of 10% as soon as possible, gain the approval of the market regarding our business model, reduce capital costs, and subsequently improve PBR.

2. Measures taken in FY2023

- To improve capital efficiency and achieve an ROE of 10% as soon as possible, we are conducting more detailed business portfolio analyses in Executive Committee meetings and Board meetings and are engaging in specific discussions on measures to improve profitability. In the various businesses under the umbrella of the Group (such as the Retail Business, the Wholesale Business (Corporate Business), and the Investor Services Business), we are selecting operational areas and companies for creating and reallocating management resources, and will link these to specific actions moving forward.
- In terms of disclosure, we worked on providing easy-to-understand information to investors based on the requests and advice obtained through dialogue with investors in Japan and overseas. As for events for institutional investors, we held an IR Day hosted by the officers in charge of each business and organized a panel discussion with external directors.
- Also, even though the proportion of individual shareholders is around 7.6%, we hold over 10 individual investor IR briefings every year to further improve the evaluation

of the Group by individual investors. In January 2024, we conducted a stock split, which reduced the investment unit amount.

- To read a summary of the Q&A session from the external directors' panel discussion, please follow the link below:

<https://www.smth.jp/english/-/media/th/english/investors/presentation/E240305-2.pdf>

### 3. Future policy

- Through measures aimed at improving corporate value and engaging in dialogue with the market, we will aim to achieve a PBR of at least 1.0x at the earliest possible time.
- To that end, we will focus on: (1) profit growth through growth in the asset management and asset administration business and efficient balance sheet utilization; (2) capital utilization for future growth (human capital and IT); (3) disclosure of efforts and results related to improving profitability; and (4) stable and substantial shareholder returns.
- Below are the specific measures to be implemented.
  - (1) Pursue profit growth centering on AUF\* with a view to achieving the FY2025 ROE target of 8% or more and strike a balance between balance sheet control and profitability improvements. \*An indicator of the scale of our initiatives for solving social issues and contributing to market creation and growth.
  - (2) We will continue discussions at the Board of Directors and Executive Committee meetings regarding the strengthening of our business portfolio and investments in facilities and personnel, and will carry out effective allocation of management resources.
  - (3) We will actively engage in dialogue with shareholders, investors, and the market, and work on improving and enhancing disclosure to reduce capital costs.
  - (4) We will implement successive dividend payments through stable business growth.
- Information about our initiatives to enhance corporate value, management conscious of capital cost and stock price, and how we are strengthening our business portfolio (to achieve ROE of 10% as soon as possible) can be found on our website.  
<Presentation Material for Investor Meeting on Financial Results for FY2023>  
(Pages 11, 37, and 42)  
<https://www.smth.jp/english/-/media/th/english/investors/presentation/E240517-1.pdf>

### 2. Capital Structure

Percentage of shares held by overseas investors	30% or more
---	-------------

#### <Principal shareholders> (Updated)

Name	Number of Shares Held	Percentage (%)
The Master Trust Bank of Japan, Ltd. (trust account)	115,638,100	16.04
Custody Bank of Japan, Ltd. (trust account)	42,987,785	5.96
NORTHERN TRUST CO. (AVFC) RE SILCHESTER INTERNATIONAL INVESTORS INTERNATIONAL VALUE EQUITY TRUST	13,884,600	1.92

STATE STREET BANK AND TRUST COMPANY 505001	13,713,554	1.90
STATE STREET BANK WEST CLIENT – TREATY 505234	13,187,670	1.82
SSBTC CLIENT OMNIBUS ACCOUNT	12,958,192	1.79
JPMorgan Securities Japan Co., Ltd.	11,836,464	1.64
JP MORGAN CHASE BANK 385781	10,498,076	1.45
NORTHERN TRUST CO. (AVFC) RE U.S. TAX EXEMPTED PENSION FUNDS	10,129,024	1.40
Barclays Securities Japan Limited	9,100,000	1.26

Controlling shareholders (except parent company)	None
Parent company	None
Supplementary Remarks (Updated)	

- Principal shareholders indicated are as of March 31, 2024.
- Percentages (%) are calculated by deducting own shares, rounded down to two decimal places.
- BlackRock Japan Co., Ltd. (BlackRock Japan) filed a change report of the Report of Large Volume Holding that was made available for public inspection as of March 22, 2024 and reported that BlackRock Japan and 10 others held common shares of SuMi TRUST Holdings as of March 15, 2024 as provided below. SuMi TRUST Holdings, however, has not been able to confirm the actual holding of shares as of March 31, 2024, and they are not included in the status of principal shareholders above.

Name of holder of large-volume shares: BlackRock Japan, Co., Ltd. and 10 joint holders

Number of shares held: 52,075,976 (including the number of shares held by joint holders)

Percentage of shares held to total shares issued (%) 7.15%

- A Change Report of Large Volume Holding filed by Nomura Securities Co., Ltd. available for public inspection as of July 25, 2022, reported that Nomura Asset Management Co., Ltd. held common shares of SuMi TRUST Holdings as of July 15, 2022, as provided below. SuMi TRUST Holdings, however, has not been able to confirm the actual holding of shares as of March 31, 2024 and they are not included in the status of principal shareholders above.

Please note that while we implemented a stock split (at a ratio of 2 shares for every 1 share of common stock) effective January 1, 2024, the number of shares held listed below reflects the number of shares before the stock split.

Name of holder of large-volume shares: Nomura Asset Management Co., Ltd.

Number of shares held: 19,169,900

Percentage of shares held to total shares issued (%): 5.11%

- Sumitomo Mitsui Trust Asset Management Co., Ltd. submitted a Report on Large Volume Holdings on the status of large-volume holdings of its stock certificates, etc. on December 7, 2020 declaring that Sumitomo Mitsui Trust Asset Management Co., Ltd. and one other joint holder held our common stock as of November 30, 2020 as follows. However, as it is not possible for us to confirm the status of real holdings as of March 31, 2024, it is not included in the above-mentioned status of principal shareholders.

Name of holder of large-volume shares: Sumitomo Mitsui Trust Asset Management Co., Ltd. and a joint holder

Please note that while we implemented a stock split (at a ratio of 2 shares for every 1 share of common stock) effective January 1, 2024, the number of shares held listed



below reflects the number of shares before the stock split.  
 Number of shares held: 19,195,626 (including shares held by joint holder)  
 Percentage of shares held to total shares issued (%): 5.11%

- Of the shares held by Custody Bank of Japan, Ltd. (trust account), 663,600 are included in the trust assets of the share delivery trust and RS trust for directors and 483,152 are included in the trust assets of the RS trust for employees and are accounted for as treasury stocks in the consolidated financial statements and the financial statements of SuMi TRUST Holdings, but these figures have not been deducted from the total issued shares.

### 3. Corporate Profile

Stock exchange listings	Tokyo Stock Exchange (Prime Market), Nagoya Stock Exchange (Premier Market)
Fiscal year end	March 31
Industry	Banking
(Consolidated) number of employees at last fiscal year end	1,000 or more
(Consolidated) net sales in the last fiscal year	1 trillion yen or more
Number of consolidated subsidiaries at last fiscal year end	More than or equal to 50 and fewer than 100

4. Policies relating to measures for protecting minority shareholders when conducting transactions, etc. with controlling shareholders

None.

### 5. Other Special Items that could have a Significant Impact on Corporate Governance

<Significance of Having Listed Affiliated Companies and Policy to Ensure the Effectiveness of Governance Systems at Listed Affiliated Companies>

Our equity-method affiliate, SBI Sumishin Net Bank, Ltd., is expanding its customer base centered on individual clients by providing highly convenient online financial services. Also, it is focused on promoting its neo-bank business by offering Banking as a Service (BaaS) to various partner companies as part of its unique business development. SBI Sumishin Net Bank has targeted further growth by improving market recognition and credibility, by securing unique vehicles through which to procure funds for system investments, and by enhancing its independence and accelerating the rollout of BaaS as a neutral platform provider. It was listed on the Standard Market of the Tokyo Stock Exchange in March 2023.

After its listing, the Group established internal management policies aimed at maintaining and enhancing corporate value, while respecting its independence as a listed company. Regarding the risk of conflicts of interest with general shareholders of SBI Sumishin Net Bank, we believe the bank has established a governance structure that ensures sufficient independence. Currently, more than one-third of its board members are independent external directors, and an optional nomination and remuneration committee, chaired by an independent external director, has also been established. This structure provides a robust framework for the protection of minority shareholders and corporate governance as an independent listed company.

In September 2023, SuMi TRUST Bank and SBI Sumishin Net Bank launched a new financial service called Sumitomo Mitsui Trust NEOBANK. By leveraging the cutting-edge digital banking platform of SBI Sumishin Net Bank, this service aims to attract new

customers who previously had no contact with the bank. It also seeks to provide trust bank products and services, such as inheritance and real estate solutions, tailored to various life stages, with the aim of being the “Best Partner” for clients in this age of 100-year life. In this way, we will continue to deepen our collaboration with SBI Sumishin Net Bank as a strategic partner moving forward.

## II. Organizational Structure for Managerial Decision-Making, Execution, Supervision and other Corporate Governance System

### 1. Organizational Structure and Operational Management

Type of Organization	Company with Three Committees
----------------------	-------------------------------

#### 【Directors】

Number of directors stipulated in Articles of Incorporation:	20
Directors' term of office stipulated in Articles of Incorporation:	1 year
Chairperson of the Board of Directors:	External Director
Number of directors:	16

#### 【Matters relating to external directors】

Number of external directors:	8
Number of external directors designated as independent officer:	8

#### Relationship with SuMi TRUST Holdings (1)

Name	Attribute	Relationship with SuMi TRUST Holdings*										
		a	b	c	d	e	f	g	h	i	j	k
Isao Matsushita	From another company											
Hiroko Kawamoto	From another company											
Nobuaki Kato	From another company											
Kaoru Kashima	Certified public accountant											
Tomonori Ito	From another company											
Hajime Watanabe	From another company											
Hirokazu Fujita	From another company											
Kazuo Sakakibara	Lawyer											

\* Categories for relationship with SuMi TRUST Holdings

\* “○” when the said individual presently falls or has recently fallen under each of the following categories; “△” when the said individual fell under each of the following categories in the past.

\* “●” when a close relative of the said individual presently falls or has recently fallen under each of the following categories; “▲” when a close relative of the said individual fell under each of the following categories in the past.

- Person performing an executive role of a listed company or its subsidiary
- Person performing an executive role or acting as a non-executive director of the parent company of a listed company
- Person performing an executive role of a fellow subsidiary company of a listed company
- Person whose principal client or supplier is a listed company or person performing an executive role thereof

- e. Principal client or supplier of a listed company or person performing an executive role thereof
- f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from a listed company besides compensation as an officer
- g. Major shareholder of a listed company (person performing an executive role of the said corporate shareholder if the major shareholder is a legal entity)
- h. Person performing an executive role of a client or supplier company of a listed company (which does not correspond to any of d, e, or f above) (the said individual only)
- i. Person performing an executive role of a company, between which and SuMi TRUST Holdings external officers are mutually appointed (the said individual only)
- j. Person performing an executive role of a company or organization that receives a donation from a listed company (the said individual only)
- k. Other

Relationship with SuMi TRUST Holdings (2)
---

Name	Committees -based			Independ- ent officer	Supplemental information on corresponding items	Reason for selecting as external director (and reason for appointing as independent officer)
	Nominating Committee	Compensation Committee	Audit Committee			
Isao Matsus hita	○	○		○	<Major concurrent posts> External Director of MatsukiyoCocoka ra & Co.	<p>Mr. Isao Matsushita has extensive experience in the general management of companies, as the former Representative Director and President of JX Holdings, Inc. (currently ENEOS Holdings, Inc.), which is a representative integrated energy, resources and material enterprise group in Japan. During his term of office as external director of our Company, he has contributed to further enhancing the effectiveness and supervisory capabilities of the Board of Directors as the Chairman of the Board and Chairperson of the Nominating Committee as well as provided comments and advice based on such years of experience.</p> <p>In order to make full use of his knowledge and insight regarding business management and company management, SuMi TRUST Holdings has selected him as an external director.</p> <p>Further, although until June 2019 he served as a Senior Advisor of JXTG Holdings, Inc. (ENEOS Holdings, Inc.), with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately preceding three fiscal years has been less than one percent of each of the consolidated sales of JXTG Holdings, Inc. and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect his independence.</p>

Name	Committees-based			Independent officer	Supplemental information on corresponding items	Reason for selecting as external director (and reason for appointing as independent officer)
	Nominating Committee	Compensation Committee	Audit Committee			
Hiroko Kawamoto	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<Major concurrent posts> External Director of East Japan Railway Company, External Director of Canon Marketing Japan Inc.	Ms. Hiroko Kawamoto had served as a Director and Executive Officer of All Nippon Airways Co., Ltd. from April 2013 and, thereafter has served as a Director and Senior Executive Officer of All Nippon Airways Co., Ltd. since April 2016, and has been tasked with the overall management of the company and the promotion of women's activities, giving her extensive knowledge and experience in corporate management and diversity. In addition, for one year from June 2016, she has served as an external director of SuMi TRUST Bank, and as an external director of SuMi TRUST Holdings since June 2017, and she has provided comments and advice based on such years of experience during her term of office. At the same time, as the chairperson of the Compensation Committee, she has been making efforts to further improve the supervisory functions of the Board of Directors. In order to make full use of her knowledge and insight regarding business management and company management, SuMi TRUST Holdings has selected her as an external director. Further, although she served until March 2023 as Director and Advisor of the Board of All Nippon Airways Strategic Research Institute Co., Ltd., which belongs to the corporate group under ANA Holdings Co., Ltd., with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately three preceding fiscal years has been less than one percent of each of the respective consolidated sales of ANA Holdings Co., Ltd. and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect her independence. Also, SuMi TRUST Bank, a subsidiary of SuMi TRUST Holdings, held common shares of ANA Holdings, Inc., at which Ms. Kawamoto served as an officer, but all of these shares have been sold as of the end of March 2024.

Name	Committees-based			Independent officer	Supplemental information on corresponding items	Reason for selecting as external director (and reason for appointing as independent officer)
	Nominating Committee	Compensation Committee	Audit Committee			
Nobuaki Kato	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<Major concurrent posts>	<p>As a former President &amp; CEO of Denso Corporation, a global automotive parts manufacturer, Mr. Nobuaki Kato has extensive experience in corporate management in general, and also experience managing an overseas subsidiary. He has served as external director of our Company since June 2021, and during his term of office, he has provided comments and advice based on his years of experience. In order to make full use of his knowledge and insight regarding business management and company management, SuMi TRUST Holdings has selected him as an external director.</p> <p>Further, although he served until June 2019 as a consultant for Denso Corporation, with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately preceding three fiscal years has been less than one percent of each of the sales of Denso Corporation and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect his independence.</p>
Kaoru Kashima	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<Major concurrent posts> Certified public accountant External Auditor of Nippon Telegraph and Telephone Corporation External Auditor of Kirin Holdings Co., Ltd.	<p>Ms. Kaoru Kashima had been a member of a major audit firm for many years, and has extensive knowledge and experience in financial accounting as a certified public accountant in charge of auditing operating companies. She also has extensive knowledge and experience from having been responsible for management, human resources, corporate culture, public relations, and promotion of women's activities as a managing director and business manager of an audit firm. She served as an external director at SuMi TRUST Bank for two years starting in June 2019 and as an external director of SuMi TRUST Holdings since June 2021, and during her tenure has provided comments and advice based on her experience, etc. In order to make full use of her knowledge and insight, SuMi TRUST Holdings has selected her as an external director.</p> <p>Further, although she served until June 2019 as a senior partner at Ernst &amp; Young ShinNihon LLC, with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately preceding three fiscal years has been less than one percent of each of the sales of Ernst &amp; Young ShinNihon LLC and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect her independence.</p>

Name	Committees-based			Independent officer	Supplemental information on corresponding items	Reason for selecting as external director (and reason for appointing as independent officer)
	Nominating Committee	Compensation Committee	Audit Committee			
Tomonori Ito			<input type="radio"/>	<input type="radio"/>	<Major concurrent posts> External Director of Electric Power Development Co.,Ltd., Professor of the Institute for Business and Finance of Waseda University, Specially appointed professor at Graduate School of Business Administration of Kyoto University of Advanced Science, External Director at Mitsui Sumitomo Insurance Company, Limited	Having worked at domestic and international financial institutions, and holding positions such as Professor at the School of International Corporate Strategy of Hitotsubashi University Business School and Professor at Waseda University's Institute for Business and Finance Research, Tomonori Ito has a wealth of knowledge and experience in corporate strategy and global finance. He has served as external director of our Company since June 2023, and during his term of office, he has provided comments and advice based on his years of experience. In order to make full use of his knowledge and insight, SuMi TRUST Holdings has selected him as an external director.
Hajime Watanabe	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<Major concurrent posts> Chairman of Japan Economic Research Institute Inc., External Auditor of Japan Freight Railway Company	As the former representative director and president of the Development Bank of Japan, Hajime Watanabe has a wealth of experience in bank management and policy finance and extensive knowledge of financial and economic affairs in Japan and overseas. He has served as external director of our Company since June 2023, and during his term of office, he has provided comments and advice based on his years of experience. In order to make full use of his knowledge and insight, SuMi TRUST Holdings has selected him as an external director. Further, although he served until June 2022 as representative director and president of the Development Bank of Japan and then as an advisor until June 2023 at that same bank, with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately preceding three fiscal years has been less than one percent of each of the sales of Ernst & Young ShinNihon LLC and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect his independence.

Name	Committees-based			Independent officer	Supplemental information on corresponding items	Reason for selecting as external director (and reason for appointing as independent officer)
	Nominating Committee	Compensation Committee	Audit Committee			
Hirokazu Fujita			○	○	<Major concurrent posts>	Hirokazu Fujita has held various positions, including as Executive Officer and General Manager of the Corporate Accounting Department, Managing Director, Senior Managing Director, and Audit & Supervisory Board Member (Full-Time) of Tokio Marine Holdings, Inc., as well as similar positions at Tokio Marine & Nichido Fire Insurance Co., Ltd. He possesses extensive experience in accounting, risk management, asset management, and corporate management. In order to make full use of his knowledge and insight, SuMi TRUST Holdings has selected him as an external director. Further, although he served until June 2024 as Audit & Supervisory Board Member (Full-Time) at Tokio Marine Holdings, with which SuMi TRUST Holdings and the SuMi TRUST Group company have conducted transactions, the average annual amount of such transactions in the immediately preceding three fiscal years has been less than one percent of each of the sales of Tokio Marine Holdings and the consolidated gross profits of SuMi TRUST Holdings. Thus, these facts should not affect his independence.
Kazuo Sakakibara			○	○	<Major concurrent posts> Attorney-at-law Of Counsel of Anderson Mōri & Tomotsune Auditor of Tokyo Dental College Outside Director of Takasago Thermal Engineering Co., Ltd. Acting Chairman of the Board of Governors of Japan Broadcasting Corporation	Kazuo Sakakibara has served as a superintendent public prosecutor at the High District Public Prosecutors Office in both Fukuoka and Osaka. He is therefore a legal expert with experience in organization management. Also, since June 2023, he has served as an external director (Audit and Supervisory Committee member) at SuMi TRUST Bank, providing valuable insights and advice based on his extensive knowledge and experience as a legal expert. In his role as an Audit and Supervisory Committee member, he contributes to enhancing the effectiveness of overall business audits and improving the soundness and transparency of management. In order to make full use of his knowledge and insight, SuMi TRUST Holdings has selected him as an external director. Despite not possessing any direct experience in company management other than serving as an external director, owing to the aforementioned reasons, we believe he can appropriately execute his duties as an external director.

### 【Committees】

#### Composition and attributes of the chairperson of committees

	Nominating Committee	Compensation Committee	Audit Committee
Committee members	7	7	6
Full-time members	2	2	2



Internal directors	2	2	2
External directors	5	5	4
Chairperson	External director	External director	External director

**【Executive officers (\*1)】**

Number of executive officers (*1)	15
-----------------------------------	----

Status of concurrent post
---------------------------

Name	Representati on Right	Double as director			Double as employee
			Nominating Committee	Compensation Committee	
Toru Takakura	○	○	×	×	×
Atsushi Kaibara	○	○	×	×	×
Yasuyuki Suzuki	×	○	×	×	×
Kazuya Oyama	×	○	×	×	×
Manatomo Yoneyama	×	×	×	×	×
Atsushi Matsumoto	×	×	×	×	×
Masakatsu Sato	×	×	×	×	×
Takumi Fujisawa	×	×	×	×	×
Yuki Takada	×	×	×	×	×
Riro Sato	×	×	×	×	×
Masayuki Okamoto	×	×	×	×	×
Chikako Matsumoto	×	×	×	×	×
Miyo Yajima	×	×	×	×	×
Masaya Yamashiro	×	×	×	×	×
Hisato Nakano	×	×	×	×	×

**【Audit】**

Directors and employees to assist duties of Audit Committee	Yes
---	-----

Matters relating to the independence of directors and employees from executive officers (*1)
--

The Audit Committee Office has been established to assist the Audit Committee's duties, and staff of the Audit Committee Office work to assist Audit Committee members with their duties under the directions and orders of Audit Committee members.

The executive officers (\*1) give consideration so that staff of the Audit Committee Office are not subject to unjust restrictions in conducting work to assist the Audit Committee's duties, as well as discussing in advance the personnel affairs and employment terms of staff of the Audit Committee Office with the Audit Committee.

Status of relationship between the Audit Committee, accounting auditors and the Internal Audit Department
---

The Audit Committee periodically receives reporting from and exchanges opinions and information with the accounting auditors on auditing information, auditing plans, the status of accounting auditing performed and auditing results, among others, and also exchange opinions and share information from time to time as needed. In this way, they monitor and verify whether the accounting auditors have maintained an independent standpoint and performed audits appropriately. Further, the Internal Audit Department exchanges opinions and shares information with the accounting auditors periodically as part of accounting audits and the audits on internal control over financial reporting. In

this way, the Audit Committee, the accounting auditors, and the Internal Audit Department aim to reinforce cooperation, thereby ensuring effective auditing. Also, the Internal Audit Department seeks to consult with the Audit Committee in advance regarding the formulation of internal audit plans to obtain their approval, and when the Audit Committee issues instructions, the Internal Audit Department carries out investigations and other tasks in accordance with those instructions. Instructions from the Audit Committee to carry out an investigation shall take precedence over instructions from an executive officer or any other person. The Internal Audit Department regularly reports to the Audit Committee on the implementation and results of internal audits it has conducted with respect to the Company and its subsidiaries, or as requested by the Audit Committee.

【Independent officers】

Number of independent officers	8
--------------------------------	---

Matters relating to independent officers

Having established the Independence Standards of Independent Officers, SuMi TRUST Holdings has designated all the external directors who satisfy these standards and with whom no conflict of interest is likely to arise with general shareholders.

The specific contents of the Independence Standards of Independent Officers of SuMi TRUST Holdings are as follows:

“Independence Standards of Independent Officers”

1. If none of the following items applies to a candidate, the candidate shall be determined to have sufficient independence against SuMi TRUST Holdings.
  - (1) A person who is or was a person performing an executive role (an executive director, an executive officer (\*1) (\*2) or an employee including a manager) in SuMi TRUST Holdings or its affiliated companies.  
(\*2) Executive Officer as defined in our internal policy (the same shall apply hereafter).
  - (2) A person to whom SuMi TRUST Holdings or SuMi TRUST Bank, which is a core subsidiary of SuMi TRUST Holdings, is a principal business counterparty. If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
  - (3) A person who is a principal business counterparty of SuMi TRUST Holdings or SuMi TRUST Bank. If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
  - (4) A person who presently is a major shareholder of SuMi TRUST Holdings (holding 10% or more of the voting rights). If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
  - (5) A major creditor, etc. who, in fund-raising, is indispensable to SuMi TRUST Holdings or SuMi TRUST Bank and is depended on by SuMi TRUST Holdings or SuMi TRUST Bank to such an extent that the creditor cannot be substituted. If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
  - (6) A debtor, etc. who, in fund-raising, depends on SuMi TRUST Bank to such an extent that SuMi TRUST Bank cannot be substituted. If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
  - (7) A person who presently is an accounting auditor of SuMi TRUST Holdings or SuMi TRUST Bank, or a partner, etc., of such accounting auditor, or a person who has been in charge of the accounting audit of SuMi TRUST Holdings or SuMi TRUST Bank as such partner, etc., within the past three fiscal years.
  - (8) A person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in the lead managing underwriter of SuMi TRUST

#### Holdings.

- (9) An individual such as a lawyer, certified public accountant, tax accountant, or other consultant who has received a large amount of money from SuMi TRUST Holdings or SuMi TRUST Bank within the past three years.
- (10) A person who is or who has been, within the past three years, performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee such as a manager) in a law firm, audit corporation, tax accountancy corporation, consulting firm, or other corporation to whom SuMi TRUST Holdings or SuMi TRUST Bank is a principal business counterparty.
- (11) A person who receives a large amount of donation money from SuMi TRUST Holdings or SuMi TRUST Bank. If such person is a corporation such as a company, a person who is or, within the past three years, has been performing an executive role (an executive director, an executive officer (\*1) (\*2), a managing director, or an employee including a manager) in such corporation, its parent company or its material subsidiaries.
- (12) A person who is a director, corporate auditor or executive officer (\*1) (\*2), a managing director, of a company to which directors are transferred from SuMi TRUST Holdings or its affiliated companies, or a person who is a director, corporate auditor or executive officer (\*1) (\*2) of such company's parent company or material subsidiaries.
- (13) A person who is a close relative (a spouse, a relative within the third degree of kinship, or a cohabiting relative) of any of the persons listed in items (1), (2), (3), (9), and (10) above.

2. Even if any of the above items applies to such person, SuMi TRUST Holdings may appoint as a candidate for its independent officer a person who it believes to be suitable for the position of SuMi TRUST Holdings' independent officer considering such person's character and insight, etc., provided that, it publically provides an explanation as to why it believes such person satisfies the requirements for, and qualifies as, its independent officer.

3. If SuMi TRUST Holdings' business counterparty (including a law firm, audit corporation, tax accountancy corporation, consulting firm, etc.) or the donation money, etc. (including payment to individuals such as a lawyer, certified public accountant, tax accountant, or other consultant) satisfies the following criteria for the relevant facts to be regarded as minor, SuMi TRUST Holdings shall deem that it does not fall under a "principal business counterparty" or "large amount of donation money" and omit information concerning attributes, etc., by determining that the relevant independent officer can be recognized to be sufficiently independent (including a candidate thereof).

#### <Business counterparty>

- The amount of payment to the relevant business counterparty (the business counterparty, and its parent company and material subsidiaries) by SuMi TRUST Holdings and SuMi TRUST Bank is less than 2% of the consolidated average annual total sales of the business counterparty for the past three fiscal years.
- The gross profits of SuMi TRUST Holdings and its subsidiaries earned with respect to the counterparty (the business counterparty, and its parent company and material subsidiaries) is less than 2% of the consolidated gross profits of SuMi TRUST Holdings.

#### <Donation money, etc.>

- If the recipient is an individual: the money received from SuMi TRUST Holdings and its subsidiaries is less than ¥10 million per year on average over the past three years.
- If the recipient is a corporation: the money received from SuMi TRUST Holdings and its

subsidiaries is less than the greater amount of either ¥10 million per year, or 30% of the annual total expenses of the relevant corporation on average over the past three years.

**【Incentives】**

Incentives Policies for Directors and Executive Officers (*1)	Introduce Performance-Based Stock Compensation System and other systems
---	---

**Supplementary Remarks on This Item**

In fiscal year 2019, SuMi TRUST Holdings introduced a share delivery trust system, as a new Performance-Based Stock Compensation System that utilizes a trust, in lieu of the previous stock compensation-type stock option plan. However, from fiscal 2023, we switched from the share delivery trust, which provided shares in the Company upon the retirement of directors, to the RS Trust system. This new system grants shares with transfer restrictions up until their retirement to directors and officers during a specific period each fiscal year. The details are stated in “Disclosure of Decision-Making Policies Relating to Compensation Amounts and Calculation Methods” under **【Compensation System of Directors and Executive Officers (\*1)】**.

Further, SuMi TRUST Holdings encourages them to contribute part of their compensation to the share ownership plan of officers in order to, among other things, further increase their enthusiasm to improve SuMi TRUST Holdings’ share price and business performance.

Person Eligible to Receive Stock Options	None
--	------

**Supplementary Remarks on This Item**

None

**【Compensation of Directors and Executive Officers (\*1)】**

Disclosure of Compensation of Individual Directors	Partially disclosed.
--	----------------------

Disclosure of Compensation of Individual Executive Officers (*1)	Partially disclosed.
--	----------------------

The following items for fiscal year 2023 (from April 1, 2023 to March 31, 2024) are detailed in Appendix 2 (<1> Disclosure of Compensation of Individual Directors) attached to this report.

1. Total amounts of compensation, etc. by executive category and by type of compensation, etc., and the number of recipients
2. Consolidated compensation, etc. for individual directors and executive officers
3. Targets and results for indicators (KPIs) concerning performance-linked compensation and the actual payment rate of the compensation of the submitting company

Decision-Making Policies Relating to Compensation Amounts and Calculation Methods	Yes
---	-----

**Disclosure of Decision-Making Policies Relating to Compensation Amounts and Calculation Methods**

The following items are detailed in Appendix 2 (<2> Disclosure of Decision-Making Policies Relating to Compensation Amounts and Calculation Methods) attached to this report.

1. Decision-making policies, etc. relating to the compensation amounts for Directors and Executive Officers (\*1) (\*2), and its calculation methods
  - (1) Policy on decisions on the amounts of compensation for individual directors and executive officers (\*1) (\*2), and its calculation method
  - (2) Overview of the compensation system
  - (3) Compensation Weighting by Types
  - (4) Indicators (KPIs) relating to performance-linked compensation, reasons for selection of the indicators, and method for determining amounts to be paid
  - (5) Method for determining the content of individual compensation
  - (6) Other important items
  - (7) Compensation, etc. for internal directors serving as Audit Committee members
  - (8) Compensation, etc. for external directors
  - (9) Reasons for the Compensation Committee's determination that the details of the individual compensation, etc. of Directors and Executive Officers for the FY 2023 are in line with their policies on compensation decisions
2. Process for the determination of the amounts of compensation, etc. for officers
  - (1) Authority of the Compensation Committee
  - (2) Outline of the procedure, etc. at the Compensation Committee
  - (3) Activities of the Compensation Committee

<Support System for External Directors>

In order to ensure the effective and smooth operation of the Board of Directors and the Nomination, Compensation and Audit Committees, SuMi TRUST Holdings has established the Corporate Secretariat and the Audit Committee Office as dedicated organizations and strengthened the supporting systems to fulfill the functions of the external directors. In order to support the external director in fulfilling his duties as chairman of the Board of Directors, SuMi TRUST Holdings provides various information mainly on matters scheduled to be deliberated by the Board of Directors, and gives support such as in summarizing issues from management and supervisory perspectives.

<Status of persons retired from Representative Director and President, etc.>

Names, etc. of advisors, etc. who have formerly served as Representative Director and President, etc.

Name	Title/Position	Activity Description	Working Arrangement/Conditions (Full-time/Part-time, With/Without Compensation, etc.)	Date of Retirement as President, etc.	Term
Keiu Nishida	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	March 31, 2000	1 year
Hisao Muramoto	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external	Part-time, without compensation	June 27, 2003	1 year

Name	Title/Position	Activity Description	Working Arrangement/Conditions (Full-time/Part-time, With/Without Compensation, etc.)	Date of Retirement as President, etc.	Term
		organizations, etc.			
Kiichiro Furusawa	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	June 27, 2010	1 year
Hitoshi Murakami	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	June 29, 2005	1 year
Atsushi Takahashi	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	March 31, 2011	1 year
Jun Okuno	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	March 31, 2012	1 year
Kunitaro Kitamura	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Part-time, without compensation	March 31, 2021	1 year
Hitoshi Tsunekage	Senior Corporate Advisor, SuMi TRUST Bank	Interactions with various external organizations, etc.	Full-time, with compensation	March 31, 2021	1 year

Total number of advisors, etc. who have formerly served as Representative Director and President, etc. 8 persons

#### Other Matters

1. SuMi TRUST Holdings does not have an advisory/advisor system.
2. SuMi TRUST Bank, the core subsidiary of the SuMi TRUST Group, has an advisor system, and the names, etc. are as stated in the above table. SuMi TRUST Bank does not have an advisory system.
  - Names of former Presidents and Chairpersons of SuMi TRUST Holdings and SuMi TRUST Bank, the core subsidiary of the SuMi TRUST Group, who have been appointed as advisors of SuMi TRUST Bank, etc. are stated and former Presidents and Chairpersons of The Sumitomo Trust and Banking Co., Ltd. and The Chuo Mitsui Trust and Banking Company, Limited prior to the merger are included.
  - The date of resignation from the position of President, etc. indicates the latest date of

- resignation from the position of President or Chairperson of either of the companies.
- The final term of office is a maximum six years, as a general rule, provided, however, that the person has not reached the age of 72. Such persons are given the official title of senior corporate advisor and elected each year by approval of the President of SuMi TRUST Bank. After the end of the term of office as advisor, such persons may conclude a part-time engagement contract and be allowed to use the title of senior corporate advisor. Also in such cases, such persons are elected each year by approval of the President of SuMi TRUST Bank.
- Compensation is determined by taking into consideration work attitude and other factors. The total compensation of the above advisors is 30 million yen per year. Senior corporate advisors are not paid compensation, as a general rule.
- Offices are provided outside of the Head Office building of SuMi TRUST Bank, and company cars and shared secretaries are also provided, as necessary.
- Advisors are not involved, in any way, in management's decision-making and do not receive regular reports from management.
- The advisor system of SuMi TRUST Bank was deliberated and the details of the system underwent reviews by the Nomination Committee of SuMi TRUST Holdings. SuMi TRUST Holdings has continued to operate the advisor system with the involvement of the Nominating Committee. In addition to yearly report about operating situation, future changes in advisor system shall be deliberated at the Nominating Committee.

## 2. Items Related to Business Execution, Audit and Oversight, Nominations and Setting of Compensation, etc. (Overview of Corporate Governance Framework)

### <Supervisory body>

#### (1) The Board of Directors

A. Chairman: Isao Matsushita (External Director)

#### B. Composition

- a) The Board of Directors at SuMi TRUST Holdings requires enough directors considered necessary and appropriate for the Board to demonstrate an effective supervisory function as required of a financial holding company tasked with the corporate management of the Group. The number of directors shall be no more than 20, as stipulated in the Articles of Incorporation, with due consideration also given to ensuring diversity and expertise among directors.
- b) In light of the importance of external directors' functions in the corporate governance, SuMi TRUST Holdings shall operate the Board of Directors with at least one-third of directors being independent external directors, in principle.

#### C. Roles and powers

- a) The Board of Directors aims to fulfill the Group's "Purpose" by deciding on basic management policies for the Group, such as medium- to long-term business strategies and internal controls, and by overseeing the execution of these policies. In this way, the Board seeks to earn the trust of all Group stakeholders as a fiduciary, ensure appropriate resource allocation to stakeholders, and guarantee sustainability as a corporation.
- b) For the purpose of realizing dynamic corporate management and stronger supervision of executive officers, the Board of Directors shall, in principle, delegate decisions on the execution of business to executive officers, except for matters which are required by law to be decided on by the Board of Directors, and shall supervise the execution of business by executive officers.

#### D. Liability limitation agreements with external directors

In accordance with Article 427, Paragraph 1 of the Companies Act, the Company has entered into agreements with the external directors regarding liability for damages



incurred due to negligence in their duties as stipulated in Article 423, Paragraph 1 of the Companies Act. These agreements limit the liability to the minimum amount prescribed under Article 425, Paragraph 1 of the Companies Act, provided that the directors have acted in good faith and without gross negligence in the performance of their duties.

#### E. Status of Activities

In fiscal year 2023, 16 meetings of the Board of Directors were held. An agenda for further deliberation and the annual schedule were formulated based on discussions at the initial meeting, which were followed up in the course of the year. Specifically, the Board engaged in deliberations with a view to achieving its future vision by undertaking more in-depth discussions with the executive side of the Company with regard to the Group's management strategy, played a role in organizing the Group's internal control systems and ensuring effective implementation thereof through supervision, and set up and facilitated agenda items, taking into account the Company's relationships with various stakeholders.

The status of attendance of each director is as follows:

Isao Matsushita attended 16 times/16 times (100%)  
Tetsuo Ohkubo attended 16 times/16 times (100%)  
Toru Takakura attended 16 times/16 times (100%)  
Atsushi Kaibara attended 12 times/12 times (100%)\*<sup>1</sup>  
Yasuyuki Suzuki attended 12 times/12 times (100%)\*<sup>1</sup>  
Kazuya Oyama attended 16 times/16 times (100%)  
Masaru Hashimoto attended 16 times/16 times (100%)  
Kouji Tanaka attended 16 times/16 times (100%)  
Toshiaki Nakano attended 12 times/12 times (100%)\*<sup>1</sup>  
Hiroko Kawamoto attended 16 times/16 times (100%)  
Mitsuhiro Aso attended 16 times/16 times (100%)  
Nobuaki Kato attended 16 times/16 times (100%)  
Kaoru Kashima attended 16 times/16 times (100%)  
Tomonori Ito attended 12 times/12 times (100%)\*<sup>1</sup>  
Hajime Watanabe attended 12 times/12 times (100%)\*<sup>1</sup>

Notes:

1. Atsushi Kaibara, Yasuyuki Suzuki, Toshiaki Nakano, Tomonori Ito, and Hajime Watanabe were appointed as directors on June 23, 2023.
2. Mitsuhiro Aso and Kouji Tanaka resigned as directors on June 20, 2024. On the same day, Kouichi Kato, Hirokazu Fujita, and Kazuo Sakakibara were appointed as directors. Hirokazu Fujita and Kazuo Sakakibara are external directors.

#### (2) Outline of Committees

<Statutory committees>

##### A. Nominating Committee

a) Chairperson: Isao Matsushita (external director)

b) Composition: 5 external, 2 internal

c) Authority, Roles and Responsibility

- The Nominating Committee shall determine the content of proposals regarding the election and dismissal of directors to be submitted to a shareholders meeting.
- The Nominating Committee shall receive requests for consultation on the election and dismissal of executive officers (\*1) including President from the Board of Directors, and shall deliberate and make reports on these.
- The Nominating Committee shall receive requests for consultation on the election and dismissal of directors including the President (Representative Director) of SuMi TRUST

Bank, and consultation on the election and dismissal of directors of SuMi TRUST AM, and shall deliberate and make reports on these.

- The Nominating Committee shall receive requests for consultation on revisions to the succession plan of management, and shall deliberate and make reports on these.

d) Status of Activities

In fiscal year 2023, the Nominating Committee held 14 meetings to engage in activities stated under “Authority, Roles and Responsibility” above, including an examination of the succession plan.

The status of attendance of each committee member is as follows:

Isao Matsushita attended 14 times/14 times (100%)  
Hiroko Kawamoto attended 14 times/14 times (100%)  
Mitsuhiro Aso attended 14 times/14 times (100%)  
Nobuaki Kato attended 14 times/14 times (100%)  
Hajime Watanabe attended 11 times/11 times (100%)\*<sup>1</sup>  
Tetsuo Ohkubo attended 14 times/14 times (100%)  
Masaru Hashimoto attended 14 times/14 times (100%)

Notes:

1. Hajime Watanabe was appointed to the Nominating Committee on June 23, 2023.
2. Mitsuhiro Aso resigned as a member of the Nominating Committee on June 20, 2024. On the same day, Kaoru Kashima was appointed as a member of the Nominating Committee. Kaoru Kashima is an external director.

B. Compensation Committee

a) Chairperson: Hiroko Kawamoto (external director)

b) Composition: 5 external, 2 internal

c) Authority, Roles and Responsibility

- The Compensation Committee shall prescribe policy on decisions on the content of remuneration for individual executive officers (\*1) and directors.

- The Compensation Committee shall decide the content of remuneration for individual executive officers (\*1) and directors in accordance with the policy stated in item above.

- The Compensation Committee shall receive requests for consultation on policy on decisions on the content of remuneration for directors, etc., from the Board of Directors of SuMi TRUST Bank and SuMi TRUST AM, and shall deliberate and make reports on these.

d) Status of Activities

In fiscal year 2023, the Compensation Committee held 13 meetings to engage in activities stated under “Authority, Roles and Responsibility” above, and in addition, sought to revise the compensation system by engaging in discussions regarding such topics as compensation levels, compensation weightings, and evaluation systems for a compensation system for directors and executive officers that is appropriate for the Group.

The status of attendance of each committee member is as follows:

Hiroko Kawamoto attended 13 times/13 times (100%)  
Isao Matsushita attended 13 times/13 times (100%)  
Mitsuhiro Aso attended 10 times/10 times (100%)\*<sup>1</sup>  
Nobuaki Kato attended 13 times/13 times (100%)  
Hajime Watanabe attended 10 times/10 times (100%)\*<sup>1</sup>  
Tetsuo Ohkubo attended 13 times/13 times (100%)  
Masaru Hashimoto attended 13 times/13 times (100%)

Notes:

1. Mitsuhiro Aso and Hajime Watanabe were appointed to the Compensation Committee on June 23, 2023.
2. Mitsuhiro Aso resigned as a member of the Compensation Committee on June 20, 2024. On the same day, Kaoru Kashima was appointed as a member of the Compensation Committee. Kaoru Kashima is an external director.

C. Audit Committee

a) Chairperson: Kaoru Kashima (external director)

b) Composition: 4 external, 2 internal

c) Authority, Roles and Responsibility

- The Audit Committee shall audit the execution of duties by executive officers (\*1) and directors and shall prepare audit reports.

- The Audit Committee shall determine the content of proposals regarding the election and dismissal of an accounting auditor, and the refusal to reelect an accounting auditor, to be submitted to a shareholders meeting.

d) Status of Activities

In fiscal year 2023, the Audit Committee held 17 meetings to engage in activities apart from those stated under “Authority, Roles and Responsibility” above, including discussions from various viewpoints such as whether executive officers (\*1) are making decisions on and executing business in a fair, adequate, and efficient manner, whether the Group’s internal control system is appropriately developed and efficiently operated, and whether the accounting auditor conducts an adequate audit as a professional through maintaining a fair and unbiased attitude and an independent standpoint.

The status of attendance of each committee member is as follows:

Mitsuhiro Aso attended 17 times/17 times (100%)

Kaoru Kashima attended 17 times/17 times (100%)

Tomonori Ito attended 13 times/13 times (100%)\*<sup>1</sup>

Kouji Tanaka attended 17 times/17 times (100%)

Toshiaki Nakano attended 13 times/13 times (100%)\*<sup>1</sup>

Notes:

1. Tomonori Ito and Toshiaki Nakano were appointed to the Audit Committee on June 23, 2023.
2. Mitsuhiro Aso and Kouji Tanaka resigned as Audit Committee members on June 20, 2024. On the same day, Hirokazu Fujita, Kazuo Sakakibara, and Kouichi Kato were appointed as Audit Committee members, while Kaoru Kashima was appointed chairperson. Hirokazu Fujita and Kazuo Sakakibara are external directors.

<Voluntary committees, etc.>

D. Risk Committee

a) Chairperson: Kenji Fujii (external expert)

b) Composition: 3 external (1 external director, 2 external experts), 2 internal

c) Purpose, Roles and Responsibility

The Risk Committee shall receive requests for consultation on the following items from the Board of Directors, and shall review the appropriateness, etc. of them, and shall make reports.

- Matters concerning the business environment surrounding the SuMi TRUST Group, top risks, and materiality;
- Matters concerning the management of risk appetite framework, risk management, and monitoring the effectiveness of the internal control system related to compliance management of the SuMi TRUST Group; and
- Other matters to be deemed necessary by the Board of Directors.

d) Status of Activities

In fiscal year 2023, the Risk Committee held 7 meetings to engage in activities stated under “Purpose, Roles and Responsibility” above, and in addition, conducted discussions to deliberate how to instill and develop a risk culture, as well as measures related to sustainability and cyber security. The Committee also freely discussed such issues as generative AI.

The status of attendance of each committee member is as follows:

Kenji Fujii attended 7 times/7 times (100%)

Kaoru Kashima attended 7 times/7 times (100%)

Haruyuki Toyama attended 7 times/7 times (100%)

Yasuyuki Suzuki attended 7 times/7 times (100%)

Yuki Takada 7 times/7 times (100%)

Notes:

1. Kaoru Kashima resigned as a member of the Risk Committee on June 20, 2024. On the same day, Hajime Watanabe was appointed as a member of the Risk Committee. Hajime Watanabe is an external director.

#### E. Conflicts of Interest Committee

- a) Chairperson: Hideki Kanda\* (external expert) \*External director of SuMi TRUST Bank
- b) Composition: 3 external (1 external director, 2 external experts), 2 internal
- c) Purpose, Roles and Responsibility

The Conflicts of Interest Committee shall receive requests for consultation on the following items from the Board of Directors, and shall review the appropriateness, etc. of them, and shall make reports.

- Matters concerning the validity of systems for management of conflicts of interest of the SuMi TRUST Group;
- Matters concerning the effectiveness of management of conflicts of interest, management of customer explanation, and management of customer support of the SuMi TRUST Group and the enhancement of systems for management of these;
- Matters concerning the policy on fiduciary duty of the SuMi TRUST Group and the action plans, etc. of each SuMi TRUST Group company;
- Particularly important matters concerning dissemination of management of conflicts of interest and fiduciary duty in the SuMi TRUST Group; and
- Other matters to be deemed necessary by the Board of Directors.

#### d) Status of Activities

In fiscal year 2023, the Conflicts of Interest Committee held 6 meetings to engage in activities stated under “Purpose, Roles and Responsibility” above, and in addition, conducted discussions on topics such as the best interests of clients as a trust group, the enhancement of the Group’s conflict of interest management framework, and risk controls in the trust business (including concurrent services).

The status of attendance of each committee member is as follows:

- Hideki Kanda attended 6 times/6 times (100%)
- Nobuaki Kato attended 6 times/6 times (100%)
- Akiko Hosokawa attended 6 times/6 times (100%)
- Yasuyuki Suzuki attended 6 times/6 times (100%)
- Yuki Takada attended 6 times/6 times (100%)

#### F. External Directors’ Meeting

- a) The purpose of this unofficial meeting, attended by only independent external directors, is for the exchange of information and sharing of known issues so that relationships of trust can be built between the independent external directors and supervisory functions of the Board strengthened.
- b) In principle, the meeting is held at least once a year so that management issues, the administration of the Board, and the Company’s governance framework can be discussed. When necessary, recommendations are made to the chairman of the Board, the president, and other executives.

<Executive body>

#### (3) Executive Committee

Under the Board of Directors, the Executive Committee has been established, which the President chairs and relevant officers attend. Based on basic policies determined at the Board of Directors meetings, significant matters relating to business execution are discussed and determined, and matters resolved at the Board of Directors meeting undergo preliminary discussion by the Executive Committee.

(4) Other Committees, etc.

SuMi TRUST Holdings has established various councils and committees, including the Finance Council to discuss and decide on matters for ensuring the soundness of the Group's corporate management and finances and appropriateness of business operations, and the Sustainability Committee to deliberate policies and initiatives on material sustainability issues.

3. Reasons for Adopting the Current Corporate Governance System

The SuMi TRUST Group is a trust group embracing a broad range of business domains including primarily the banking business, asset management and asset administration business, and real estate business, with strengths in its integrated multi-disciplinary capabilities coupled with high-level specialist expertise that can promptly offer total solutions on a one-stop basis, as well as in its outstanding familiarity with business practice. SuMi TRUST Holdings has adopted a governance structure in the form of a company with Three Committees, with a view to promoting the sound Group management that can meet all stakeholders' expectations, and satisfying both of the requirements for management capability leading to prompt business execution and supervisory and restraining capabilities that ensure sound management, based on the aforementioned specialty and strengths.

### III. Status of Execution of Measures Concerning Shareholders and Other Interested Parties

#### 1. Measures to Vitalize the General Shareholders' Meeting and Facilitate the Exercise of Voting Rights

	Supplemental remarks
Prompt distribution of convocation notices for the general shareholders' meeting	The convocation notice for the annual general shareholders' meeting and class meeting of common shareholders held on June 20, 2024, was dispatched on May 29, after being posted on SuMi TRUST Holdings' website on May 22, for the purpose of prompt notification.
Setting the date of the General Meeting of Shareholders to avoid overlap	In order to ensure shareholders are provided with sufficient information, the 2024 General Meeting of Shareholders and Class Meeting of Common Shareholders was held earlier than usual on June 20 to avoid overlap with other shareholder meetings held in the same busy period.
Electronic voting	SuMi TRUST Holdings has been enabling shareholder voting through the Internet (including PCs, smartphones, mobile phones, etc.).
Participation in the Electronic Voting Platform system and other efforts to create a better environment in which institutional investors can exercise their voting rights.	SuMi TRUST Holdings participates in the Electronic Voting Platform system operated by ICJ, Inc.
Provision of convocation notice summaries in English	An English version of the convocation notice summaries was prepared and posted on SuMi TRUST Holdings' website at the same time as the Japanese version, from one week before the convocation notice was dispatched, and it has also been provided through the Electronic Voting Platform, for greater convenience to overseas
Others	In addition to continuing with a system that allows shareholders to ask questions about agenda items via the Internet in advance of the General Meeting of Shareholders, we are conducting a "Hybrid Participation Virtual Shareholders' Meeting" so that shareholders who are unable to attend the meeting can view the proceedings of the meeting via the Internet. In addition, after the meetings, SuMi TRUST Holdings posts notices of resolutions, and the results of voting on its website, as well as providing them through the Electronic Voting Platform system. Subtitled videos of matters reported on the day of the general meeting (including presentations) are also posted. In addition, we employ the use of the Shareholders' Meeting Portal provided by SuMi TRUST Bank in an effort to improve shareholder convenience by enabling seamless integration from viewing the convocation notice to exercising voting rights.

## 2. Activities Regarding IR

	Supplemental remarks	Personal explanation by representative
Preparation and publication of disclosure policy	SuMi TRUST Holdings has established the Disclosure Policy and disseminates it externally, as well as to SuMi TRUST Group's officers and employees for the purpose of appropriately implementing it. The Disclosure Policy serves as SuMi TRUST Group's IR activity guidelines, setting forth that we should make efforts to proactively disclose corporate information which we deem useful for our shareholders, investors, etc. in understanding the SuMi TRUST Group, adopting timeliness, accuracy, and fairness as basic requirements thereof.	
Regular information meetings for individual investors	SuMi TRUST Holdings holds corporate briefings via securities companies and so on, where the President, and the officer and employee in charge of IR explain SuMi TRUST Group's characteristics, earnings results and financial condition, and management strategies, etc. A total of 11 such briefings were held in fiscal 2023 for the benefit of individual investors. Also, commencing with the results briefing session held in November 2023, we have started live streaming these sessions to individual investors.	Yes
Regular information meetings for analysts and institutional investors	SuMi TRUST Holdings holds investor meetings semi-annually (around May and November), inviting securities company analysts and institutional investors, with the President explaining SuMi TRUST Group's earnings results and management strategies, etc. These meetings are held in a hybrid format (online and physical location), with the video of the briefing later being uploaded to the Company's website. Further, SuMi TRUST Holdings holds one-on-one and group meetings for analysts and institutional investors from time to time, with the President, and the officer and employee in charge of IR providing explanations. SuMi TRUST Holdings also holds the SuMi TRUST IR Day which provides opportunities for officers in charge of businesses to give explanation on business strategies as well as for external directors to explain on the corporate governance status, etc. In fiscal 2023, we held events for the Wholesale Business (Corporate Business) (July), the Retail Business (August), the Investor Services Business (August), and a panel discussion featuring several external directors (March).	Yes
Regular information meetings	SuMi TRUST Holdings' President, or the officer in charge of IR also host investor meetings overseas, visiting major institutional investors in the U.S., Europe, and Asia, etc. several times per year to	Yes

	Supplemental remarks	Personal explanation by representative
for overseas investors	discuss the SuMi TRUST Group's earnings results and financial condition, and management strategies, etc. Teleconferences and video conferences are also held online from time to time. Further, on a few occasions every year, SuMi TRUST Holdings participates in, and engages in dialogue at, IR conferences organized in Japan by securities companies for overseas institutional investors.	
Posting of IR materials on website	<p>Promptly after their announcement, SuMi TRUST Holdings discloses various types of IR information and information for shareholders, etc. on its website. The types of information disclosed are, among others, as follows: financial results and related explanatory materials; timely disclosure materials and press releases; annual securities reports; summary of financial results; investor meetings' presentation materials; integrated reports (disclosure reports); annual reports; IR Day materials; business reports; the Basic Policy on Corporate Governance; stock information; rating information; analyst coverage; convocation notices for general shareholders' meetings; results of voting, etc. Videos of investors meetings and corporate briefings for individual investors are also posted on the website.</p> <p>For overseas institutional investors, too, SuMi TRUST Holdings provides various types of IR information and so on in a timely manner via its English website.  Japanese URL: <a href="https://www.smth.jp/ir/index.html">https://www.smth.jp/ir/index.html</a>  English URL: <a href="https://www.smth.jp/en/ir/index.html">https://www.smth.jp/en/ir/index.html</a></p> <p>Furthermore, on our website we have created a page titled "For Individual Investors," which clearly explains the SuMi TRUST Group's businesses and earnings. It also features employee interview videos.</p>	
Establishment of department and/or manager in charge of IR	<p>SuMi TRUST Holdings has appointed an officer in charge of IR, and has established the IR Department as the section in charge of daily IR activities. SuMi TRUST Holdings makes efforts to appropriately disclose corporate information, and aims to practice highly transparent corporate management through proactive IR activities and constructive dialogue with both domestic and foreign shareholders and investors, as well as by providing timely and appropriate feedback on the content of dialogue within the company.</p> <p>Officer in charge of IR: Masaya Yamashiro, Executive Officer (*1)  Section in charge of IR: IR Department</p>	



	Supplemental remarks	Personal explanation by representative
	The General Manager of the IR Department serves as the administrative IR contact person.	
Others	<p>&lt;Internal organic cooperation to assist dialogues with shareholders&gt;  Through cooperation with the management team and each section, the officer in charge of IR and the section in charge of IR endeavors to appropriately understand management information and other internal information, and make efforts to disclose such information in a timely, accurate, and fair manner, as well as leverage such information for the purpose of constructive dialogue with shareholders and investors.</p> <p>&lt;Feedback regarding shareholders' opinions and IR activities to the management team and the Board of Directors&gt;  We provide timely and appropriate feedback to the management team regarding opinions or concerns, etc. expressed by shareholders, investors, and analysts, etc. In addition to an overall report on IR activities, reports regarding such opinions or concerns, etc. shall be regularly made to the Board of Directors.</p> <p>&lt;Management of insider information during dialogues&gt;  For the purpose of the management of insider information, the SuMi TRUST Group regularly disseminates, within the SuMi TRUST Group, the laws, regulations, and rules, etc. which the SuMi TRUST Group is bound to comply with, as well as instructions for the appropriate handling of insider information. Strict management and operation is also conducted during dialogues with shareholders and investors.</p> <p>&lt;Enhancement of opportunities for constructive dialogue with shareholders, etc.&gt;  Every year, we engage in dialogue with the responsible investment departments and proxy voting departments of domestic institutional investors. We use our latest integrated report to explain the Group's initiatives and seek feedback for future improvements. Opportunities are also arranged for dialogue with domestic and overseas institutional investors on the topics of governance and ESG.</p>	

### 3. Measures for Respecting the Position of Stakeholders (Updated)

	Supplemental remarks
Rules for respecting the position of stakeholders through internal regulations, etc.	The “Basic Policy on the Social Responsibility of the Sumitomo Mitsui Trust Group (Sustainability Policy)” sets forth that the SuMi TRUST Group shall “respect dialogue with all stakeholders, including clients, shareholders, investors, employees, business partners, local communities, NPOs, government authorities and international institutions, and play an active role in building a sustainable society.” The SuMi TRUST Group has announced such policies externally.
Implementation of environmental activities, Sustainability activities, etc.	The SuMi TRUST Group has formulated its Sustainability Policy at the Board of Directors, and has been promoting the Group’s sustainability activities under the initiative of the Sustainability Management Department. Especially it places emphasis on the response to the risks relating to environmental and social issues, the development of products and services contribute to the resolution of the issues, and the social activities at each site of the SuMi TRUST Group. Regarding our environmental preservation activities, the SuMi TRUST Group has formulated the group’s common “Human Rights Policy,” “Environmental Policy,” “Action Guidelines for Mitigating Climate Change,” and “Action Guidelines for Preserving Biodiversity,” and makes available, at its Directly Owned Subsidiaries, environment-related investment and loan products, trust products, and real property products, etc. to individual and corporate customers. Further, the SuMi TRUST Group has been promoting activities to reduce green house gas emissions from its business activities, and purchasing of papers that gives consideration to the environment and society based on its CSR procurement policy.
Formulation of policies on providing information to stakeholders	The “Basic Policy on the Social Responsibility of the Sumitomo Mitsui Trust Group (Sustainability Policy)” sets forth that the SuMi TRUST Group shall “build sound and proper relationships with stakeholders, and fulfill our responsibilities as members of society, engaging in fair competition and appropriate disclosure of corporate information, etc.” The SuMi TRUST Group provides relevant information through its Sustainability reports and its website, etc.
Others	<p>[Promoting work style reforms and diversity, equity &amp; inclusion]  The SuMi TRUST Group has established the “Declaration on Work Style Reform”. The SuMi TRUST Group is pushing ahead with work style reforms by declaring it a top commitment to offer a workplace where the diversity and creativity of its employees are more fully utilized to add value to the organization and where employees can have pride and be highly motivated in fulfilling their missions.</p> <p>Also, the SuMi TRUST Group believes that the key to combining its variety of functions and creating new business models as a trust group is to respect diverse ways of thinking and viewpoints and to offer its employees the opportunity to realize their potential. To this end, SuMi TRUST Holdings and SuMi TRUST Bank have established Diversity, Equity &amp; Inclusion Office (hereinafter, “DE&amp;I Office”) respectively, in order to promote</p>

	Supplemental remarks
	<p>active participation and advancement of female, disabled, mid-career hires, and global employees, as well as to support work-life balance and promote understanding of human rights and LGBTQ as key initiatives of the DE&amp;I Office. The Group as a whole is working on DE&amp;I promotion.</p> <p>[Key initiatives for DE&amp;I promotion]  As for promoting active participation and advancement of female employees—one of our key initiatives for DE&amp;I promotion, the SuMi TRUST Group has been promoting the appointment of personnel according to their capabilities and placing the right people in the right positions. SuMi TRUST Holdings has appointed two female external directors and four female executive officers (*1). SuMi TRUST Bank has also appointed two female external directors, one internal director and six female executive officers (*2).</p> <p>With respect to the appointment of female managers, the SuMi TRUST Group supported Keidanren’s Here We Go 203030 policy to boost the percentage of female directors to at least 30% by 2030. In response, the Group set a KPI to have more than 20% women at the rank of section manager, team manager or higher by March 31, 2025.</p> <p>At SuMi TRUST Bank, guided by its general business owner action plan based on the Act on Promotion of Women’s Participation and Advancement in the Workplace, and with the goal of increasing the number of women in decision-making positions, it set a KPI that calls for more than 20% women at the rank of section manager or higher and more than 30% in charge of management operations by October 31, 2024.</p> <p>To promote women’s participation and advancement in the workplace, we are promoting various measures with a view to the advancement of women to management positions, including the formulation of pipeline models to facilitate the planned nurturing of employees in each business and training to enable female employees to build their own career path. In addition, starting in fiscal 2021, we introduced an executive support system in which executive officers get actively involved in women's management and support the acquisition of a wide range of knowledge, perspectives, and personal connections over a period of approximately one year.</p> <p>&lt; Ratio of female executives and managers at SuMi TRUST Bank as of March 31, 2024 &gt;  Directors and executive officers: 10.3%  Ratio of women in section manager or higher positions: 15.2%  Ratio of women responsible for management operations: 31.6%</p> <p>In an effort to support the balance of work and private life, the SuMi TRUST Group is promoting the development of an environment in which employees can work without anxiety. In addition to introducing systems for job relocation or temporary leave for employees when their spouses are relocated, we</p>

	Supplemental remarks
	<p>provide information to employees on maternity/childcare leave on a regular basis, organize seminars to facilitate employees' career development and smooth return to work following such leave, publish handbooks for employees on leave and managers, conduct trainings for managers having female employees with time constraints, and expanded the number of "company-led nursery schools" available to employees from June 2023. SuMi TRUST Bank has set a target of 100% for the acquisition ratio of childcare leave among male employees under its general business owner action plan. The Bank promotes a company-wide drive to foster a culture for male employees to take childcare leave by conducting events to encourage male childcare leave and publishing handbooks for better understanding. In FY2022, the Bank also established a new baby-care leave to enable male employees to take longer paternity leave, encouraging employees to take one month off work. The Bank achieved a 111% male childcare leave acquisition ratio in FY2023 and the average number of days of leave taken was 18.3.</p> <p>In addition to the above, to promote understanding of diversity and enable each employee to demonstrate their capabilities to the maximum extent, the SuMi TRUST Group is pressing forward with the following initiatives:</p> <ul style="list-style-type: none"> <li>· Offer lectures and e-learning programs on unconscious bias to deepen understanding toward diversity;</li> <li>· Support the active participation of employees with disabilities in each workplace by increasing the number of participants in courses for acquiring certification as a vocational counselor for persons with disabilities, and implement regular interviews with employees with disabilities so as to address their concerns and requests after joining the Group;</li> <li>· Conduct various types of seminars designed to improve the business mind, enhance skills and build networks for employees hired at overseas bases;</li> <li>· In order to deepen understanding on nursing care, conduct nursing care seminars on a regular basis, publish handbooks, set up consultation contact points, and measure employees' awareness of nursing care schemes and corporate culture through annual surveys;</li> <li>· Revise systems to enable employees to acquire accumulated time off for the purpose of fertility treatment, and set up consultation contact points; and</li> <li>· Establish an in-house consultation contact point as a safety net and offer congratulatory or condolence leave and a condolence money system to employees who are married to the same gender, in addition to publishing a handbook and conducting internal training designed to promote understanding of sexual orientation and gender identity.</li> <li>· Introduce services providing online seminars and healthcare support centered on health issues specific to women.</li> </ul>

	Supplemental remarks
	<p>[External evaluations]</p> <p>The SuMi TRUST Group received the following certifications and awards from outside bodies in appreciation of its unflinching effort in the areas of work style reform and DE&amp;I promotion.</p> <ul style="list-style-type: none"> <li>· “Certified Health and Productivity Management Organization (White 500)” (by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, for six years running in FY2017, 2018, 2019, 2020, 2021, 2022, and 2023)</li> <li>· “Bloomberg Gender-Equality Index (GEI)” (by Bloomberg/for five years running in FY2018, 2019, 2020, 2021, and 2022)</li> <li>· J-Win Diversity Award, second prize for Basic Achievement Award in the basic corporate category (by J-Win/FY2022; finalist in the 2023 Advance Category (SuMi TRUST Bank)</li> <li>· “Nadeshiko Brand” (by the Ministry of Economy, Trade and Industry and Tokyo Stock Exchange/FY2019)</li> <li>· “Platinum Kurumin” (by the Ministry of Health, Labour and Welfare, received by SuMi TRUST Bank, Sumitomo Mitsui Trust Systems &amp; Services Co., Ltd., and Custody Bank of Japan, Ltd.)</li> <li>· “Platinum Eruboshi” (by the Ministry of Health, Labour and Welfare, received by Sumitomo Mitsui Trust Business Service Co., Ltd.)</li> <li>· “Gold rating in PRIDE INDEX” (by wwP (work with Pride: a voluntary organization supporting the promotion and establishment of LGBT-related diversity management) for four years running in FY2019, 2020, 2021, 2022, and 2023), also received by SuMi TRUST Bank for two years running in FY2017 and 2018; in FY2021–23 the Bank also received “Rainbow Certification,” which recognizes companies that implement a collective impact-oriented approach to LGBTQ Evaluation (the PRIDE Index))</li> <li>· “D&amp;I Award” BEST WORKPLACE for Diversity &amp; Inclusion (by JobRainbow Co., Ltd./FY2021–23. SuMi TRUST Bank, Nikko Asset Management)</li> </ul> <p>SuMi TRUST Group’s DE&amp;I initiatives:  <a href="https://www.smth.jp/english/about_us/management/human_resources/diversity_inclusion/">https://www.smth.jp/english/about_us/management/human_resources/diversity_inclusion/</a></p>

#### IV. Matters Regarding Internal Control System, etc.

##### 1. Fundamental Perspectives on Internal Control System and Establishment of Relevant Structures

As a bank holding company, the Board of Directors of SuMi TRUST Holdings is fully aware of its responsibility for the management administration of the SuMi TRUST Group, and has developed “a system to ensure the conformity of executive officers’ (\*1) execution of duties with laws, regulations, and the Articles of Incorporation, and other necessary systems to ensure the appropriateness of business activities of SuMi TRUST Holdings and those of the corporate group comprising SuMi TRUST Holdings and its subsidiaries, etc.” as follows, based on the Board of Directors’ resolution concerning the “Basic Policy on Internal Control”:

##### (1) Compliance Structure

- a. Basic compliance policies for the SuMi TRUST Group are established.
- b. With respect to important issues pertaining to compliance, resolutions and reporting are undertaken by the Board of Directors, based on a report by Risk Committee, an advisory body of the Board of Directors.
- c. A Basic Policy on the Management of Conflicts of Interest of the SuMi TRUST Group has been prescribed and a management system is in place to ensure that the interests of customers of the SuMi TRUST Group are not unfairly harmed.
- d. Important matters concerning the management of conflicts of interests are resolved by and reported at the Board of Directors meetings upon receiving reports from the Conflicts of Interest Committee, an advisory body to the Board of Directors.
- e. A supervisory department for compliance is set up at the head office. In addition, each department assigns a person of action and a person of authority.
- f. A concrete action plan to ensure compliance (compliance program) is formulated each fiscal year, and instructions are passed on to the Directly Owned Subsidiaries, etc. for them to prepare their own plans. In addition, the status of these plans – in terms of progress made and goals achieved –are monitored and evaluated.
- g. A handbook (compliance manual) for officers and employees is formulated. Opportunities for compliance-oriented education and training are offered to them on an ongoing basis.
- h. Officers and employees must report violations of law pertaining to the operation of SuMi TRUST Holdings’ business, and a compliance hotline system is established to enable officers, employees, etc. to report directly to special contact points both in-house and outside SuMi TRUST Holdings.
- i. SuMi TRUST Holdings and its subsidiaries take a firm stand to prevent dealings with antisocial forces and maintain no association whatsoever with such elements. A structure, underpinned by close ties with external professionals, particularly the police, is put in place to promote communication and cooperation among relevant departments and thereby facilitate an organized response in the event an executive or an employee is approached with an inappropriate request. Under no circumstances will we engage in transactions to benefit persons or organizations that threaten the order and safety of civil society.
- j. Money laundering and terrorist financing are major threats to a sound financial system, and SuMi TRUST Holdings takes a firm stand against money laundering and terrorist financing and shall comply fully with related laws and regulations.

##### (2) Risk Management Structure

- a. Basic risk management policies for the SuMi TRUST Group are established.
- b. With respect to important issues pertaining to risk management, resolution and

reporting are undertaken by the Board of Directors, based on a report by Risk Committee, an advisory body of the Board of Directors.

- c. The Group will establish a Group-wide risk management system based on three lines of defense.
- d. A supervisory department for risk management is set up at the head office, and a risk management department is established for each risk category.
- e. A plan pertaining to risk management for the SuMi TRUST Group is formulated and instructions are passed on to the Directly Owned Subsidiaries, etc. for them to prepare their own plans. In addition, the status of these plans – in terms of improvements made and goals achieved – are monitored and evaluated.
- f. Opportunities for risk management-oriented education and training are offered to officers and employees on an ongoing basis.
- g. Management activities relating to business continuity in preparation for emergencies have been developed to maintain and continue normal business operations of the SuMi TRUST Group.

### (3) Structure for Execution of Duties

- a. Except for matters which are required by law to be decided by the Board of Directors, the Board of Directors of SuMi TRUST Holdings, in principle, delegates decisions on the execution of business to executive officers (\*1). In addition to establishing the Executive Committee, comprising executive officers (\*1), etc., various committees shall be established as advisory bodies to the Executive Committee.
- b. The Board of Directors sets out basic points pertaining to the organizational structure and the division of duties, as well as the organization of and authority granted to officers and employees, to ensure the smooth and appropriate execution of duties by executive officers (\*1) (officers responsible for business execution at the subsidiaries, etc.).
- c. In-house regulations are prepared in accordance with relevant legislation, and in the event said legislation is revised or abrogated, required amendments to in-house regulations will be implemented promptly.

### (4) Ensuring Management Transparency

- a. Internal control systems pertaining to financial reporting are developed to ensure the appropriateness of accounting methods and reliability of financial reporting, and the effectiveness of the systems is evaluated.
- b. The SuMi TRUST Group shall establish an accounting hotline to receive reports from within the Group and outside of the Group for information on accounting, internal controls involving accounting and misconduct or improper treatment on audit items. The hotline shall be established at a law firm, outside of the Group, and the Audit Committee Office serves as the secretariat for its investigations.
- c. Management-related information is managed appropriately and disclosed in a timely, accurate and fair manner.

### (5) The SuMi TRUST Group Management Structure

- a. SuMi TRUST Holdings developed compliance and risk management structures applicable to the entire SuMi TRUST Group.
- b. SuMi TRUST Holdings reviews intra-Group transactions of particular significance to the SuMi TRUST Group from the perspectives of risk management, compliance, and consistency with SuMi TRUST Group's strategic objectives.
- c. Subsidiaries, etc. reports regularly to SuMi TRUST Holdings about their execution of business activities and their financial situations, among other things.
- d. SuMi TRUST Holdings manages the appropriateness and efficiency of the business operation of subsidiaries, etc. according to the size and nature of their activities.

(6) Information Storage and Management Structure

- a. Minutes which record progress on agendas and specific points of discussion are prepared at the General Meeting of Shareholders and at Board of Directors and Executive Committee meetings and kept with related materials.
- b. The Board of Directors sets out the basic points pertaining to information storage and management, such as the organizational structure for information management and the classification of management categories, according to importance.

(7) Internal Audit Structure

- a. An internal auditing unit, which is independent from business execution units and sufficiently capable of fulfilling a restraining function, is established.
- b. Internal audit plans and basic policies for developing internal audit structures for the SuMi TRUST Group are established, and the internal auditing unit conducts audits of each business execution units and, if necessary, of subsidiaries, etc. and point out matters to be improved and make recommendations thereof.
- c. The results of internal audits and the status of internal audit plans – in terms of progress and goals achieved – are reported to the Board of Directors and Audit Committee in a timely and appropriate manner.

(8) Structure for Audit Committee's Audits

a. Employees assisting Audit Committee in its duties

- (a) An Audit Committee Office is established to assist Audit Committee members in the execution of their duties, and an appropriate number of directors, executive officers (\*2) or employees, including one office manager, are assigned thereto.
- (b) Staff of the Audit Committee Office work to assist Audit Committee members with their duties under the directions and orders of Audit Committee members.
- (c) The personnel affairs and employment terms of staff of the Audit Committee Office are discussed in advance with the Audit Committee.
- (d) The executive officers (\*1) give consideration so that staff of the Audit Committee Office are not subject to unjust restrictions in conducting work to assist the Audit Committee's duties.

b. System for reporting to Audit Committee

- (a) Directors (excluding directors who are Audit Committee members), executive officers (\*1) (\*2), and employees shall immediately report to the Audit Committee if they have come to know facts about possible significant damage to SuMi TRUST Holdings or its subsidiaries, facts that could significantly damage the credibility of SuMi TRUST Holdings or its subsidiaries, facts about material defects or problems concerning the system or procedures of internal control, or material facts that could violate laws, regulations, or the Articles of Incorporation.
- (b) The Compliance Department shall report to the Audit Committee on the details of whistleblowing received through the compliance hotline system each time it is received.
- (c) The Internal Audit Department shall report to the Audit Committee regularly, or at the request thereof, on the progress and the results of internal audits it conducts in SuMi TRUST Holdings and its subsidiaries.
- (d) Directors (excluding directors who are Audit Committee members), executive officers (\*1) (\*2), and employees shall promptly report to the Audit Committee when requested to do so by the Audit Committee regarding the status of business execution and other matters.
- (e) Directors, corporate auditors, executive officers (\*2), and employees of subsidiaries, etc., or persons who have received reports from such persons shall report the matters described in (a), (b) and (d) above to the Audit Committee of SuMi TRUST Holdings,



immediately when they have come to know the matters described in (a), each time they have received whistleblowing as described in (b) through the internal whistleblowing systems of subsidiaries, etc., and promptly when they are requested to report the matters described in (d) at subsidiaries, etc. by the Audit Committee.

(f) The Audit Committee may demand a report, as necessary, from the persons described in (a) through (e) above regarding the matters described in (a) through (d) above.

(g) Persons who have given reports based on (a) through (f) above shall not be treated unfavorably on account of having given such reports, and that fact shall be thoroughly communicated.

c. Other systems to ensure the effectiveness of Audit Committee's audits

(a) Directors, executive officers (\*1) (\*2), and employees cooperate with Audit Committee in good faith in the audit activities.

(b) Full-time Audit Committee members are selected.

(c) Audit Committee members may attend meetings of the Board of Directors as well as any other meetings (including meetings of subsidiaries) Audit Committee deems necessary to the execution of their duties.

(d) Representative executive officers (\*1) exchange views with Audit Committee on a periodic basis and at the request of Audit Committee.

(e) The internal auditing unit conducts prior consultations with and obtains the approval of the Audit Committee regarding the internal audit plan, as well as conducts investigations, etc. under the instruction of the Audit Committee, when so instructed. The instructions of the Audit Committee regarding investigations, etc. supersede those of executive officers (\*1) or other parties.

(f) Representative executive officers (\*1) or an executive officer (\*1) in charge of the human resources units shall have prior consultation with the Audit Committee for consent regarding the appointment and dismissal of an executive officer (\*1) in charge of the internal auditing units and ranking staff of the internal auditing units.

(g) Departments other than the Internal Audit Department that are involved in internal controls including finance, risk management and compliance shall also strive to maintain smooth cooperative relationships with the Audit Committee.

(h) To ensure the effectiveness of audits conducted by the Audit Committee of SuMi TRUST Holdings across the SuMi TRUST Group, SuMi TRUST Holdings proposes candidates for corporate auditors (excluding candidates from other group companies including joint ventures) to the Audit Committee or to each Audit Committee member in the selection of part-time corporate auditors of its subsidiaries, etc. (including Audit Committee members of a company with three committees, or Audit & Supervisory Committee members of a company with an Audit & Supervisory Committee, hereinafter the same applies). The Audit Committee or each Audit Committee member may voice opinions, as necessary, regarding this proposal.

(i) Directors, executive officers (\*1) (\*2), and employees shall provide support to the operation of a system for external whistleblowing when the establishment of such a system has been decided as deemed necessary by the Audit Committee.

(j) SuMi TRUST Holdings pays expenses necessary for the execution of duties by the Audit Committee and Audit Committee members to ensure the effectiveness of audits.

## 2. Fundamental Perspectives on Eliminating Antisocial Forces and Establishment of Relevant Structures

### (1) Fundamental Perspectives

The Basic Policy on Internal Control states, "SuMi TRUST Holdings and its subsidiaries take a firm stand to prevent dealings with antisocial forces and maintain no association whatsoever with such elements. A structure, underpinned by close ties with external professionals, particularly the police, is put in place to promote communication and cooperation among relevant departments and thereby facilitate an organized response in

the event an officer or an employee is approached with an inappropriate request. Under no circumstances will we engage in transactions to benefit persons or organizations that threaten the order and safety of civil society.” In addition, the “Codes of Conducts (Value),” with which SuMi TRUST Group’s officers and employees must comply, state, “We continue to take a resolute stance against antisocial forces, which may threaten public order and the security of civil society.”

#### (2) Establishment of Relevant Structures

SuMi TRUST Holdings has established a supervisory department for handling antisocial forces and a department for communicating with external professionals, among other units, and assigned staff in charge of preventing inappropriate requests. In addition, SuMi TRUST Holdings has developed a compliance manual, etc. and informed and given training, etc. to directors, officers and employees on the handling of antisocial forces. Further, it has developed various systems to prevent transactions with antisocial forces, such as the supervisory department, which conducts centralized management of information on antisocial forces and uses it to prevent transactions with antisocial forces. Each of the SuMi TRUST Group companies has also developed various systems in communication with SuMi TRUST Holdings in order to handle antisocial forces.

### V. Other

#### 1. Introduction of Defense Measures Against Takeovers

Introduction of defense measures against takeovers	None
--	------

Supplementary Remarks on This Item
------------------------------------

None.

#### 2. Other Matters Concerning the Corporate Governance System, etc.

##### <Outline of Framework for Timely Disclosure>

Internal framework to ensure timely disclosure of the SuMi TRUST Holdings’ corporate information is outlined below.

##### <Outline of SuMi TRUST Holdings’ Timely Disclosure System>

#### 1. Basic Initiative Policy

Adopting observance standards that all executives and employees must uphold to ensure the transparency of corporate management through appropriate and fair disclosure of corporate information, the SuMi TRUST Group has set out internal rules and has established an internal control system to ensure that disclosures are made in accordance with relevant laws, regulations and rules, including the Companies Act, the Banking Act, and the Financial Instruments and Exchange Act. Based on this philosophy, SuMi TRUST Holdings has established a “Disclosure Policy”

(URL:<https://www.smth.jp/english/disclosurepolicy>) in order to clarify its basic policy on disclosure both internally and externally, thereby ensuring appropriate disclosure. In this way, it is working to ensure the transparency of corporate management through appropriate disclosure of corporate information.

#### 2. Internal Framework

##### (1) Corporate Communications Committee

In order to ensure timely, accurate, and fair disclosure of management-related information, the SuMi TRUST Group has established the Corporate Communications Committee. Members of the committee include the officer in charge of the Corporate

Communication Department, who acts as chairperson, as well as officers in charge of the Corporate Administration Department, the Planning and Coordination Department, the Financial Planning Department, the IR Department, the Corporate Planning Department, and the Risk Management Department. To ensure the appropriateness of information disclosure by the SuMi TRUST Group, the committee, when necessary, mainly discusses the necessity of disclosure of management-related information and information that could be management-related, and the appropriateness of the disclosure thereof, as well as the appropriateness of developing and managing a system for information disclosure and measures for improving it.

(2) Internal Rules regarding Timely Disclosure

The SuMi TRUST Group has set out internal rules as “Information Disclosure Rules” and “Information Disclosure Guidelines”, etc.

(3) Department in Charge

Corporate Administration Department is responsible for implementing disclosure, working in cooperation with the Corporate Communications Department Financial Planning Department and IR Department.

(Note) Executive Officer (\*1) is an executive officer prescribed by the Companies Act; executive officer (\*2) is an executive officer prescribed in internal policy.

## &lt;Reasons for appointment of directors (excluding external directors)&gt;

Name of directors	Position	Reasons for appointment
Toru Takakura	Director, President (CEO)*1	<p>Toru Takakura has experience serving in position as an Officer in charge of the Corporate Management Department of SuMi TRUST Holdings, and he assumed the office of President Executive Officer in April 2021 and of Director, President in June 2021 (CEO since April 2024). In addition, he also has experience serving as an Officer in charge of the Corporate Management Departments of SuMi TRUST Bank and as an Officer in charge of Fiduciary Services Business; therefore, he has extensive knowledge and experience with regard to management administration and business operations of a trust group. Based on the experience he has cultivated so far in business management and company management, SuMi TRUST Holdings expects that, going forward, he will continue to play a supervisory role in the overall management of SuMi TRUST Group and exercise leadership towards sustainable growth and enhancement of corporate value. Accordingly, SuMi TRUST Holdings has selected him as a Director.</p>
Atsushi Kaibara	Director, Deputy President	<p>Atsushi Kaibara served as a Managing Executive Officer of SuMi TRUST Holdings from April 2017, Managing Executive Officer from June 2017 to March 2019, Senior Managing Executive Officer from April 2019 to March 2021, and assumed the office of Deputy President Executive Officer in April 2023 and then Director and Deputy President Executive Officer in June 2023. In addition, he has served as an Officer in charge of the Stock Transfer Agency Services Business and Real Estate Business at SuMi TRUST Bank; therefore, he has extensive knowledge and experience with regard to management administration and business operations of a trust group. SuMi TRUST Holdings expects that, based on his experience accumulated thus far, going forward he will play a leading role in achieving the sustainable growth of SuMi TRUST Group and the enhancement of SuMi TRUST Group's corporate value, in a position of assisting SuMi TRUST Group's overall management.</p>

Name of directors	Position	Reasons for appointment
		Accordingly, SuMi TRUST Holdings has selected him as a Director.
Yasuyuki Suzuki	Director, Senior Managing Executive Officer (CRO)*2	<p>After successively holding various posts including general manager of Retail Business and general manager of a domestic branch of SuMi TRUST Bank, and General Manager of the Compliance Department of both SuMi TRUST Holdings and SuMi TRUST Bank, Yasuyuki Suzuki served as Executive Officer and General Manager of the Compliance Department of SuMi TRUST Holdings from April 2019, as Managing Executive Officer from April 2021, as Senior Managing Executive Officer from April 2023, and from June 2023 as the Officer in charge of the Risk Management Department, the Compliance Department, and the Legal Department, among others, as Director and Senior Managing Executive Officer of SuMi TRUST Holdings; therefore, he has extensive knowledge and experience with regard to management administration and business operations of a trust group (CRO since April 2024). SuMi TRUST Holdings expects that based on his experience so far, going forward he will continue to exercise leadership towards sustainable growth and enhancement of corporate value.</p> <p>Accordingly, SuMi TRUST Holdings has selected him as a Director.</p>
Kazuya Oyama	Director, Executive Officer	<p>Since Kazuya Oyama assumed the office of Managing Executive Officer, General Manager of Corporate Planning Department of SuMi TRUST Holdings in April 2017, he has consistently been responsible for the formulation and promotion of SuMi TRUST Group's management strategies. In April 2021, he assumed the office of President of SuMi TRUST Bank and has been responsible for the overall management thereof. He also assumed the office of Director, Executive Officer of SuMi Trust Holdings in June 2021. SuMi TRUST Holdings expects that, going forward, he will continue to play a leading role in the overall management of SuMi TRUST Group and exercise leadership towards sustainable growth and enhancement of corporate value.</p>

Name of directors	Position	Reasons for appointment
		Accordingly, SuMi TRUST Holdings has selected him as a Director.
Tetsuo Ohkubo	Chairman	<p>After having experienced serving in positions supporting a part of corporate management as an Officer in charge of the Corporate Management Departments of SuMi TRUST Holdings, from June 2017 to March 2021, Tetsuo Ohkubo, as Director and President, built a track record in leading management towards growth of the Group's many businesses, such as banking, asset management, asset administration, and real estate, and assumed the office of Chairman in April 2021. He has extensive experience of the Group's corporate management in general and expert knowledge of general business operations, and based on the knowledge and insight he has cultivated so far in business management and company management, SuMi TRUST Holdings expects that he will be able to continue to contribute further to SuMi TRUST Group's sustainable growth and increase in corporate value by broadly advising decision making and supervising the execution of business. Accordingly, SuMi TRUST Holdings has selected him as a Director.</p>
Masaru Hashimoto	Director	<p>Masaru Hashimoto has been in charge of corporate management departments of SuMi TRUST Holdings. From October 2016 to March 2017, he served as Deputy President and Executive Officer. From June 2017 to March 2021, he served as Director, Executive Officer, in a position of assisting SuMi TRUST Group's overall management. At SuMi TRUST Bank, the core entity of the Group, as President from April 2017 to March 2021 he built a track record of taking command of managing the Bank's many wide-ranging business operations, including banking, trust services, and real estate.</p> <p>He has extensive experience of corporate management in general at SuMi TRUST Holdings and SuMi TRUST Bank and expert knowledge of general business operations, and based on the knowledge and insight he has cultivated so far in business management and company management, SuMi TRUST Holdings expects that he will be able to continue to contribute further to SuMi TRUST Group's sustainable growth and increase in corporate value by broadly advising decision</p>

Name of directors	Position	Reasons for appointment
		making and supervising the execution of business. Accordingly, SuMi TRUST Holdings has selected him as a Director.
Toshiaki Nakano	Director	After successively holding various posts including General Manager of the Compliance Department of both SuMi TRUST Holdings and SuMi TRUST Bank, Toshiaki Nakano has served as Executive Officer of SuMi TRUST Holdings from April 2017, as Managing Executive Officer from April 2021 to March 2023, and as a director since June 2023, among other positions; therefore, he has extensive knowledge and experience with regard to management administration and business operations of a trust group. SuMi TRUST Holdings expects that based on the experience he has cultivated so far, he has knowledge and experience of auditing the overall status of execution of business from a fair and objective viewpoint and he will provide contribution to enhancement of soundness and transparency of the management. Accordingly, SuMi TRUST Holdings has selected him as a Director.
Kouichi Kato	Director	Kouichi Kato has experience working in the real estate business and corporate management departments of SuMi TRUST Bank. He has also served as the General Manager of the Wholesale Business (Corporate Business) and as a Managing Executive Officer, among other roles; therefore, he has extensive knowledge and experience with regard to management administration and business operations of a trust group. SuMi TRUST Holdings expects that based on the experience he has cultivated so far, he has knowledge and experience of auditing the overall status of execution of business from a fair and objective viewpoint and he will provide contribution to enhancement of soundness and transparency of the management. Accordingly, SuMi TRUST Holdings has selected him as a Director.

\*1 Chief Executive Officer

\*2 Chief Risk Officer

<Reasons for appointment of executive officers>

Name of executive officer	Position	Reasons for appointment
Toru Takakura	President Executive Officer (Representative Executive Officer) (CEO)*1	Toru Takakura served as Officer in charge of the Corporate Management Department and served as the Director, Senior Managing Executive Officer (Representative Executive Officer) for approximately two years. He also served as Director, President (Representative Executive Officer) for about three years and have led the entire Group. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Atsushi Kaibara	Deputy President Executive Officer (Representative Executive Officer)	After serving as General Manager of the Corporate Planning Department of SuMi TRUST Holdings, Atsushi Kaibara led the entire Group as a Managing Executive Officer for approximately two years, as a Senior Managing Executive Officer for another two years, and then as Deputy President Executive Officer for about one year. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Yasuyuki Suzuki	Senior Managing Executive Officer (CRO)*2	Yasuyuki Suzuki has working experience in the Corporate Management Department and has successively served as general manager of branch offices at SuMi TRUST Bank, as well as general manager of the Compliance Department of SuMi TRUST Holdings. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about two years, and as Senior Managing Executive Officer for roughly one year. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Manatomo Yoneyama	Managing Executive Officer (CISO)*3	Manatomo Yoneyama has working experience in the Corporate Management Department and has successively served as general manager of the Business Process Management Department and general manager of the Corporate Planning



Name of executive officer	Position	Reasons for appointment
		<p>Department of SuMi TRUST Holdings. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about three years. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.</p>
Atsushi Matsumoto	Managing Executive Officer	<p>Atsushi Matsumoto has working experience in the Corporate Management Department and has successively held positions such as office manager of the Corporate Secretariat of SuMi TRUST Holdings. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about two years.</p> <p>With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.</p>
Masakatsu Sato	Managing Executive Officer (CFO)*4	<p>Masakatsu Sato has working experience in the Corporate Management Department and has successively held positions such as general manager of the Corporate Planning Department of SuMi TRUST Holdings. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about two years.</p> <p>With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.</p>
Takumi Fujisawa	Managing Executive Officer	<p>Takumi Fujisawa has working experience in Wholesale Business at SuMi TRUST Bank and has successively served as general manager of branch offices, the Wholesale Business Planning Department, and the Wholesale Asset Management Business Planning Department of SuMi TRUST Bank. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about one year. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST</p>

Name of executive officer	Position	Reasons for appointment
		Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Yuki Takada	Managing Executive Officer (CCO)*5	Yuki Takada has working experience in the Corporate Management Department at SuMi TRUST Bank and has successively served as general manager of the Investment Management Department and Investor Services Business at SuMi TRUST Bank. She has also served as Executive Officer (*2) of SuMi TRUST Holdings for about one year, and as Managing Executive Officer for about one year. With these achievements, she has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that she will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected her as an Executive Officer.
Riro Sato	Managing Executive Officer	Riro Sato has working experience in Wholesale Business at SuMi TRUST Bank and has successively served as manager of SuMi TRUST Bank's London Branch and as head of operations in Europe. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about one year. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Masayuki Okamoto	Managing Executive Officer	Masayuki Okamoto has working experience in the Corporate Management Department and has successively held positions such as general manager of the Life Plan Advisory Business Department and the Retail Business Planning Department of SuMi TRUST Bank. He has also served as Managing Executive Officer of SuMi TRUST Holdings for about one year. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Chikako Matsumoto	Managing Executive	Chikako Matsumoto has working experience in mainly advisory operations at international organizations and auditing firms, as well as

Name of executive officer	Position	Reasons for appointment
	Officer (CSuO)*6	<p>practical experience from working in the Wholesale Business (Corporate Business) at SuMi TRUST Bank. She has also served as General Manager of ESG Strategy and Solution Department, as Executive Officer of SuMi TRUST Holdings for approximately one year, and as Executive Officer of SuMi TRUST Bank for roughly two years. With these achievements, she has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that she will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected her as an Executive Officer.</p>
Kazuya Oyama	Executive Officer	<p>Kazuya Oyama has working experience in the Corporate Management Department and has successively held positions such as general manager of branch offices at SuMi TRUST Bank, as well as general manager of the Human Resources Department and Corporate Planning Department of SuMi TRUST Holdings. He also served as Managing Executive Officer of SuMi TRUST Holdings for about two years, as Managing Executive Officer for about two years, as Director, Managing Executive Officer of SuMi TRUST Bank for about two years, and as President of SuMi TRUST Bank since April 2021. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.</p>
Miyo Yajima	Executive Officer	<p>Miyo Yajima has working experience in the Corporate Management Department and has successively held positions such as general manager of branch offices at SuMi TRUST Bank, and general manager of the Customer Satisfaction Planning and Promotion Department at SuMi TRUST Bank. She has also served as an Executive Officer of SuMi TRUST Holdings for about two years. With these achievements, she has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and</p>

Name of executive officer	Position	Reasons for appointment
		SuMi TRUST Holdings expects that she will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected her as an Executive Officer.
Masaya Yamashiro	Executive Officer	Masaya Yamashiro has working experience in the Corporate Management Department and has successively held positions such as general manager of IR Department of the Financial Planning Department of SuMi TRUST Holdings. He has also served as an Executive Officer of SuMi TRUST Holdings for about two years. With these achievements, he has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that he will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected him as an Executive Officer.
Hisato Nakano	Executive Officer	Hisato Nakano has working experience in the Corporate Management Department and has successively held positions such as president of Sumitomo Mitsui Trust Bank (U.S.A.) Limited. She has also served as an Executive Officer of SuMi TRUST Bank for about three years. With these achievements, she has the knowledge and experience to carry out corporate management accurately, fairly and efficiently, and SuMi TRUST Holdings expects that she will play a leading role in executing the duties of SuMi TRUST Holdings. Accordingly, SuMi TRUST Holdings has selected her as an Executive Officer.

\*3 Chief Information Security Officer

\*4 Chief Financial Officer

\*5 Chief Compliance Officer

\*6 Chief Sustainability Officer

## Matters Concerning Compensation for Directors and Executive Officers

### <1> Disclosure of compensation for individual directors

In fiscal year 2023 (April 1, 2023 through March 31, 2024), compensation amounts were as follows.

#### 1. Total amounts of compensation etc. by officer category and by type of compensation etc. as well as number of recipients of the submitting company

FY2023 (April 1, 2023 through March 31, 2024)

Classification	Persons paid	Compensation, etc. (¥ mn)					
		Total compensation	Monthly compensation		Performance-linked compensation		Other
			Fixed compensation	Individual role-linked performance compensation	Directors' bonus	Stock compensation	
Directors (excl. external directors)	5	170	121	23	15	9	—
Executive officers (*1)	13	428	191	102	77	52	3
External directors	9	128	128	—	—	—	—
Total	27	727	441	126	93	62	3

Note: 1. The compensation data is on an annual basis with amounts less than one million yen are rounded down

2. Compensation etc. paid to executive officers concurrently serving as directors is included in the amounts for executive officers.

For reference, consolidated amounts of compensation etc. including compensation paid to directors and executive officers for their concurrent service as directors or executive officers at Group companies, including SuMi TRUST Bank, were as follows.

Classification	Persons paid	Compensation, etc. (¥ mn)					
		Total compensation	Monthly compensation		Performance-linked compensation		Other
			Fixed compensation	Individual role-linked performance compensation	Directors' bonus	Stock compensation	
Directors (excl. external directors)	5	269	170	48	30	19	—
Executive officers (*1)	13	741	331	178	133	91	6
External directors	9	128	128	—	—	—	—

Total	27	1,139	630	227	163	111	6
-------	----	-------	-----	-----	-----	-----	---

Note: Compensation etc. paid to executive officers concurrently serving as directors is included in the amounts for executive officers.

**2. Total amounts etc. of consolidated compensation etc. for directors and executive officers of the submitting company**

Name (Classification)	Total consolidated compensation etc. (¥ mn)	Companies	Total compensation etc. (¥ mn)				
			Monthly compensation		Performance-linked compensation		Other
			Fixed compensation	Individual role-linked performance compensation	Directors' bonus	Stock compensation	
Toru Takakura (executive officer)	112	SuMi TRUST Holdings	46	24	20	19	1
		SuMi TRUST Bank	—	—	—	—	—
Atsushi Kaibara (executive officer)	63	SuMi TRUST Holdings	28	16	11	8	—
		SuMi TRUST Bank	—	—	—	—	—
Kazuya Oyama (executive officer)	109	SuMi TRUST Holdings	—	—	—	—	—
		SuMi TRUST Bank	45	24	18	17	2

Note: Amounts shown are total consolidated compensation of Representative Executive Officers and those whose compensation is more than ¥100mn.

### 3. Targets and results for indicators (KPIs) concerning performance-linked compensation and the actual payment rate of the compensation of the submitting company

Type of performance-linked compensation	Indicators (KPIs) concerning performance-linked compensation	Near-term / medium-term	Target	Actual	Payment Rate
■ Bonus for directors and executive officers (*1)(*2) (Note 1) (Note 2)					
Performance-linked bonus (short-term incentive compensation)	(1) Consolidated net business profit	Linked to near-term earnings	320.0 bn yen	338.6 bn yen	100%
	(2) Consolidated net profit attributable to owners of the parent		200.0 bn yen	79.1 bn yen	
■ Stock compensation					
RS trust (medium- to long-term incentive compensation)	(1) Consolidated net business profit	Linked to near-term earnings	320.0 bn yen	338.6 bn yen	100%
	(2) Consolidated net profit attributable to owners of the parent		200.0 bn yen	79.1 bn yen	
	(3) Consolidated shareholders' equity and ROE	Linked to medium-term earnings	Lower 7% range	2.7%	
	(4) Consolidated CET1 Capital ratio (common equity tier 1 capital ratio)		Mid 9% level	10.2%	
	(5) Consolidated overhead ratio (OHR)		Lower 60% range	61.3%	
	(6) Comprehensive ESG assessment		-	-	

Note: 1.(1) through (5) are the actual results for FY2023 against the forecast announced in May 2023.

2. Regarding the Payment Rate, although (2) shows a significant decline in profit due mainly to the reduction and restructuring of investment trust positions that were bearish toward Japanese equities, this had no impact on capital and dividends were maintained. Taking this into consideration, the Compensation Committee decided upon deliberation that it was appropriate to set compensation at a Payment Rate based on a profit level (estimated to roughly exceed the initial forecast of 200 billion yen) that excludes this factor.

#### <2> Disclosure of policy for determining compensation amounts and calculation methods

The Group defines its "Purpose" as "Trust for a flourishing future," and the core of its management philosophy is to contribute to the sustainable development of society and to achieve the sustainable and stable growth of the Group through the balanced creation of both social value and economic value. Recognizing the role that remuneration for executives plays in each and every executive's efforts to realize and act in a manner that embodies its "Purpose," SuMi TRUST Holdings will constantly review its policies and systems to ensure that they are based on this philosophy.

Note that in fiscal 2024, the compensation system for directors and executive officers was revised as indicated below to ensure that it effectively functions as an incentive for enhancing company performance and increasing corporate value and that executive

compensation is appropriate for SuMi TRUST Group. This section describes, in principle, the compensation system for directors and executive officers after the revision.

Key revisions to the compensation system for directors and executive officers in fiscal year 2024

- The level of compensation has been changed to a level that is conscious of the market price, based on economic trends, social conditions, the Group's business environment and performance, and similar factors, and also by referring to feedback materials for management compensation provided by external specialists.
- In terms of the compensation composition ratio, performance-linked compensation has been increased, mainly in stock remuneration, which is a medium- to long-term incentive.
- Relative TSR (Total Shareholder Return) was newly introduced as a stock price index for stock compensation.
- As a performance indicator for stock compensation, along with the single-year target achievement rate, we have added a multi-year evaluation based on the growth rate from the final year results of the previous medium-term management plan.

## **1. Policy etc. for determining the amounts of compensation etc. for directors and executive officers and calculation methods**

(1) Policy etc. for determining the amounts of compensation etc. for individual directors and executive officers and calculation methods

The Compensation Committee shall prescribe the policy on decisions on the details of compensation etc. for individual directors and executive officers (\*1)(\*2) of SuMi TRUST Holdings. The details are as described below.

- (i) Compensation etc. for directors (excluding external directors and internal directors serving as Audit Committee members) and executive officers (\*1)(\*2) (hereinafter “directors and executive officers”) shall effectively function as an incentive for enhancing company performance and increasing corporate value, in order to realize steady and sustainable growth of the SuMi TRUST Group.
- (ii) A compensation system shall be established which takes into consideration the balance between short-term incentives and medium- to long-term incentives and puts a priority on attributes and capabilities of directors and executive officers as senior management, without placing exclusive emphasis on performance evaluation for a single fiscal year focusing on contribution to short-term revenue but based on comprehensive evaluation reflecting the medium- to long-term performance.
- (iii) In order to fully demonstrate the function of supervising each of the SuMi TRUST Group companies as a holding company, SuMi TRUST Holdings shall accurately grasp the roles that directors and executive officers should fulfill in terms of business management and their achievements, and determine individual compensation based on a highly transparent, fair and objective evaluation.
- (iv) The Compensation Committee shall conduct deliberations to establish a



compensation system/structure with high accountability and determine the fair and efficient amounts of compensation by deepening collaboration of information with the Nominating Committee, Audit Committee, and voluntary committees such as Risk Committee and Conflicts of Interest Committee.

## (2) Compensation System

The specific compensation structure for us is as follows.

- (i) In principle, compensation is paid with a combination of monthly compensation, director and executive officer bonuses, and stock compensation (RS trust).
- (ii) The monthly compensation is separated into two types: “fixed compensation” that is a fixed amount per position, and “individual role-linked compensation” that reflects each individual officer’s role expectations.
- (iii) For bonuses for directors and executive officers, the total amount is determined based on indicators linked to near-term earnings such as consolidated net business profit before credit costs and net income attributable to owners of the parent, while the amount for each individual director and executive officer reflects their previous fiscal year’s achievements and is paid at the conclusion of the General Meeting of Shareholders for that fiscal year.
- (iv) Restricted stock (RS) is issued as stock compensation (RS trust) based on the base amounts decided for each position in accordance with the following markers of Company performance: consolidated net business profit before credit costs and net income attributable to owners of the parent as performance indicators; relative TSR (Total Shareholder Return) as a stock price index; financial indicators such as consolidated shareholder ROE, consolidated CET1 ratio, and consolidated OHR; and comprehensive assessment scores of ESG. The transfer restrictions on the RS are lifted at the time a director or executive officer retires from office.
- (v) The proportion of the bonuses and stock compensation (RS trust) for directors and executive officers as a percentage of total compensation shall be designed so that they function sufficiently as an incentive.

### (3) Compensation Weighting by Types

Types of compensation		Fixed or performance-linked	Compensation weighting (standard)	
			President	Other than president
<b>■ Monthly compensation</b>				
Fixed compensation	Fixed amount based on position held	Fixed	Approx. 25%	Approx. 40%
Individual role-linked compensation	Compensation that reflects the current year's role expectations for each individual	Fixed	Approx. 15%	Approx. 20%
<b>■ Bonus for directors and executive officers (*1)(*2)</b>				
Performance-linked bonus (short-term incentive compensation)	Allocated according to the performance evaluation of each individual from the total amount determined with reference to the following indicators of near-term earnings: consolidated net business profit and net income attributable to owners of the parent.	Performance-linked	Approx. 25%	Approx. 20%
<b>■ Stock compensation</b>				
RS trust (medium- to long-term incentive compensation)	Stock compensation aimed at clarifying the link between executive compensation and company performance and stock value and enhancing awareness of contributing to improving mid- to long-term business performance and increasing corporate value. Restricted stock (RS) is issued each year in accordance with performance indicators (consolidated net business profit before credit costs and net income attributable to owners of the parent); relative TSR (Total Shareholder Return); financial indicators (consolidated shareholder ROE, consolidated CET1 ratio, and consolidated OHR); and comprehensive assessment scores of ESG. The transfer	Performance-linked	Approx. 35%	Approx. 20%

	restrictions on the RS are lifted at the time a director or executive officer retires from office. Malus (reduction/cancellation before transfer restrictions are lifted) and clawback (recovery after transfer restrictions are lifted) provisions apply.			
--	--	--	--	--

Note: For details on Performance-linked compensation indicators, refer to "(4) Indicators (KPIs) relating to Performance-linked compensation, reasons for selection, method for determining payment amounts etc."

(4) Indicators (KPIs) relating to Performance-linked compensation, reasons for selection, method for determining payment amounts etc.

Type of performance-linked compensation	Indicators (KPIs) concerning performance-linked compensation	Indicator type	KPI selection reason	Evaluation weight	Calculation method	Final determination method	Payment method
---	--	----------------	----------------------	-------------------	--------------------	----------------------------	----------------

■ Bonus for directors and executive officers (\*1)(\*2)

Performance-linked bonus (short-term incentive compensation)	(1) Consolidated net business profit	Short-term performance indicator	Considered them as appropriate indicators of the Company's business results and capabilities in the fiscal year under review	66.7%	Calculated based on a weighted average with a 2:1 weighting on the achievement rates for (1) and (2), respectively	The Compensation Committee makes the final determination after comprehensively considering not only actual results compared to previous years and record high profits based on the target achievement rate but also special factors that cannot be recognized by the target achievement rate alone. In principle, special factors should be reflected in the evaluation within the range of +/- 10%.	Paid as cash compensation at the conclusion of the General Meeting of Shareholders for that fiscal year
	(2) Consolidated net profit attributable to owners of the parent			33.3%			

■ Stock compensation

RS trust (medium-to long-term incentive compensation)	(1) Consolidated net business profit	Performance indicator	Considered them as appropriate indicators of the Company's business results and capabilities in the fiscal year under review and in the period covered by the current medium-term management plan	20%	Calculated by averaging the target achievement rate for the fiscal year under review and the final year results of the previous medium-term management plan at a ratio of 1:1	Determined by the Compensation Committee with special factors and the business environment taken into full account	<ul style="list-style-type: none"> <li>●The company sets up a share delivery trust with the directors and officers as the beneficiary and enough capital required to purchase shares is placed in trust</li> <li>●The trustee makes block purchases from the market for the number of shares expected to be delivered to beneficiaries in the future</li> <li>●Restricted stock (RS) is issued to eligible directors and officers based on the performance-linked coefficient decided by the Compensation Committee and their positions, and the transfer</li> </ul>
	(2) Consolidated net profit attributable to owners of the parent			10%			
	(3) Relative TSR (total shareholder return)	Stock price indicator	To clarify the link between sustainable growth in corporate value and increased shareholder value, we have decided that it is appropriate to use relative TSR as a KPI for the period covered by the current medium-term management plan.	10%	Calculated based on a relative evaluation of the Company's TSR for the period covered by the current medium-term management plan. The maximum shall be 100% if the Company's TSR is less than 100%.		
	(4) Consolidated shareholder's equity and ROE	Financial indicator	Considered appropriate KPIs, being key financial indicators in the company's medium-	10%	Evaluation score calculated by qualitatively assessing the		

(5) Consolidated common equity tier 1 (CET1) capital ratio		term management plan	10%	achievement and progress of each indicator in the medium-term management plan	restrictions on the RS are lifted at the time a director or executive officer retires from office.
(6) Consolidated OHR			10%		
(7) Comprehensive ESG assessment	ESG indicator	Based on items of materiality, the following five categories are considered important: climate change, fiduciary duties & customer satisfaction, employee engagement, DE&I (empowerment of women, etc.), and scores of ESG rating agencies. Undertaking a comprehensive assessment of these categories from qualitative and quantitative viewpoints is considered appropriate for an overall ESG evaluation	30%	Evaluation score calculated based on qualitative and quantitative assessments of activities in each assessment categories	

- Note: 1. For the TSR comparison indicator in (3), we use the average relative TSR, which is calculated using the rate of change of the industry-specific TOPIX (banking) including dividends and the rate of change of the JPX-Nikkei 400 index including dividends
2. In the case of (7), the Compensation Committee evaluates each item based on the Sustainability Committee's annual review report of ESG activities and other sources and decides on the final comprehensive ESG assessment score
3. Scores from MSCI, FTSE, and Sustainalytics are used for the ESG rating agency scores in (7)

Reference: Compensation system for directors and executive officers in fiscal year 2023  
 The amounts of compensation indicated in “<1> Disclosure of compensation for individual directors” are calculated based on the following compensation system.

● Compensation Weighting by Types

Types of compensation		Variable Fixed	Compensation weighting (standard)	
			President	Other than president
<b>■ Monthly compensation</b>				
Fixed compensation	Fixed amount based on position held	Fixed	Approx. 40%	Approx. 45%
Individual role-linked performance compensation	Compensation that reflects a qualitative evaluation of mainly medium- to long-term earnings contributions and capabilities based on the expectations of the individual’s role during the fiscal year (evaluated across five stages).	Variable	Approx. 20%	Approx. 25%
<b>■ Bonus for directors and executive officers (*1)(*2)</b>				
Performance-linked bonus (short-term incentive compensation)	Allocated according to the performance evaluation of each individual from the total amount determined with reference to the following indicators of near-term earnings: consolidated net business profit and net income attributable to owners of the parent.	Variable	Approx. 20%	Approx. 20%
<b>■ Stock compensation</b>				
RS trust (medium- to long-term incentive compensation)	Stock compensation aimed at clarifying the link between executive compensation and company performance and stock value and enhancing awareness of contributing to improving mid- to long-term business performance and increasing corporate value. Restricted stock (RS) is issued each year in accordance with indicators linked to near-term earnings (consolidated net business profit before credit costs and net income attributable to owners of the parent); medium-term financial indicators (consolidated shareholder ROE, consolidated CET1 ratio, and consolidated OHR); and comprehensive assessment of ESG. The transfer restrictions on the RS are lifted at the time a director or executive officer retires from office. Malus (reduction/cancellation before transfer restrictions are lifted) and clawback (recovery after transfer restrictions are lifted) provisions apply.	Variable	Approx. 20%	Approx. 10%

● Indicators (KPIs) relating to Performance-linked compensation, reasons for selection, method for determining payment amounts etc.

Type of performance-linked compensation	Indicators (KPIs) concerning performance-linked compensation	Indicator type	KPI selection reason	Evaluation weight	Calculation method	Final determination method	Payment method
<b>■ Bonus for directors and executive officers (*1)(*2)</b>							
Performance-linked bonus (short-term incentive)	(1) Consolidated net business profit	Linked to near-term earnings	Considered them as appropriate indicators of the Company’s business results and capabilities in the fiscal year under review	66.7%	Calculated based on a weighted average with a 2:1 weighting on the achievement rates for (1) and (2),	Determined by the Compensation Committee with special factors and the business environment taken into full account	Paid as cash compensation at the conclusion of the General Meeting of Shareholders for that fiscal year
	(2) Consolidated net profit attributable			33.3%			

compensation)	to owners of the parent				respectively		
---------------	-------------------------	--	--	--	--------------	--	--

■ Stock compensation

RS trust (medium-to long-term incentive compensation)	(1) Consolidated net business profit	Linked to near-term earnings	Considered them as appropriate indicators of the Company's business results and capabilities in the fiscal year under review	22.2 %	Achievement rates versus target	Determined by the Compensation Committee with special factors and the business environment taken into full account	<ul style="list-style-type: none"> <li>●The company sets up a share delivery trust with the directors and officers as the beneficiary and enough capital required to purchase shares is placed in trust</li> <li>●The trustee makes block purchases from the market for the number of shares expected to be delivered to beneficiaries in the future</li> <li>●Restricted stock (RS) is issued to eligible directors and officers based on the performance-linked coefficient decided by the Compensation Committee and their positions, and the transfer restrictions on the RS are lifted at the time a director or executive officer retires from office.</li> </ul>
	(2) Consolidated net profit attributable to owners of the parent			11.1 %			
	(3) Consolidated shareholder's equity and ROE	Linked to medium-term earnings	Considered appropriate KPIs, being key financial indicators in the company's medium-term management plan	11.1 %	Evaluation score calculated by qualitatively assessing the achievement and progress of each indicator in the medium-term management plan		
	(4) Consolidated common equity tier 1 (CET1) capital ratio			11.1 %			
	(5) Consolidated overhead ratio (OHR)			11.1 %			
	(6) Comprehensive ESG assessment	ESG-related	Based on items of materiality, the following five categories are considered important: climate change, fiduciary duties & customer satisfaction, employee engagement, DE&I (empowerment of women, etc.), and scores of ESG rating agencies. Undertaking a comprehensive assessment of these categories from qualitative and quantitative viewpoints is considered appropriate for an overall ESG evaluation	33.3 %	Evaluation score calculated based on qualitative and quantitative assessments of activities in each assessment categories		

Note: 1. For (6), the Compensation Committee evaluates each item based on the Sustainability Committee's annual review report of ESG activities and other sources and decides on the final comprehensive ESG assessment score

2. Scores from MSCI, FTSE, and Sustainalytics are used for the ESG rating agency scores in (6)

(5) Method for determining the content of individual compensation

The individual compensation of our directors and executive officers is determined by the Compensation Committee. As reference data for verifying the objectivity and appropriateness of the compensation level for each position, we use feedback materials for management compensation provided by external specialists organizations, etc. With respect to individual Performance-linked compensation in particular, the Compensation Committee determines the base amount to be paid based on the consolidated net business profit before credit costs, etc., and then decides on an amount after comprehensively considering special factors, the business environment, etc.

(6) Other important items

The Company has introduced a system to apply Provisions of Malus (reduction/cancellation before transfer restrictions are lifted) and clawback (recovery after transfer restrictions are lifted) to RS trust funds, which are stock-based remuneration, to drastically revise financial information for the previous fiscal year due to fraudulent acts, record large losses due to excessive risk-taking and other such acts, serious violations of laws and internal regulations, or conduct that significantly impairs the valuation or corporate value of the Company through the prescribed internal procedures.

(7) Compensation etc. for internal directors serving as Audit Committee members

Compensation for internal directors serving as Audit Committee members shall be composed of fixed monthly compensation alone, and shall be determined at the Compensation Committee, taking into consideration the business conditions of SuMi TRUST Holdings, the compensation level of its directors, and compensation levels at industry peers and the like, taking into consideration a level appropriate for internal directors serving as Audit Committee members.

(8) Compensation etc. for external directors

Compensation for external directors shall be composed of fixed monthly compensation alone, with the addition of a predetermined amount when an external director serves as a statutory committee chairman or member. For an external director serving as chairman of the Board of Directors, a fixed compensation table has been established, taking into consideration the compensation levels of internal directors and external directors. The compensation level shall be determined by the Compensation Committee, taking into consideration the business conditions of SuMi TRUST Holdings, and compensation levels at industry peers and the like.

(9) Reasons for the Compensation Committee's determination that the details of the individual compensation, etc. of Directors and Executive Officers for fiscal 2023 are in line with their policies on compensation decisions



The Compensation Committee has determined that the details of the individual compensation, etc. of Directors and Executive Officers of SuMi TRUST Holdings for fiscal 2023 are in line with their policies on compensation decisions based on the method described in "(5) Method for determining the content of individual compensation."

In the case of officers who serve concurrently at SuMi TRUST Bank or Sumitomo Mitsui Trust Asset Management, the amount of compensation paid is split according to their respective ratios of concurrent service.

## 2. Process for the determination of the amounts of compensation etc. for officers

### (1) Authority of the Compensation Committee

Rules on the Compensation Committee stipulate the details on the process for the determination of the amounts of compensation for officers of SuMi TRUST Holdings. The details include the committee composition, procedure for calling a committee meeting, its authority and operation. The compensation for officers, whether subject to statutory resolution or otherwise, is administered as follows under the authority of the Compensation Committee.

#### (i) Matters decided by the Compensation Committee

- Policy on decisions on the details of compensation etc. for individual directors and executive officers (\*1) of SuMi TRUST Holdings
- Amounts of compensation etc. for individual directors and executive officers (\*1) of SuMi TRUST Holdings

Any member of the Compensation Committee, whether an internal or external member, shall not vote on the resolution concerning the amounts of his/her own compensation etc.

#### (ii) Matters deliberated by the Compensation Committee

- Policy on decisions on the details of compensation etc. for individual directors and executive officers (\*2) of SuMi TRUST Bank and Sumitomo Mitsui Trust Asset Management

#### (iii) Matters reported to the Compensation Committee

- Amounts of compensation etc. for individual executive officers (\*2) of SuMi TRUST Holdings
- Amounts of compensation etc. for individual directors and executive officers (\*2) of SuMi TRUST Bank and Sumitomo Mitsui Trust Asset Management

### (2) Outline of the procedure etc. at the Compensation Committee

External directors who are Compensation Committee members shall receive explanations on matters including the concept of the compensation system in place, compensation tables and how they operate, the mechanism of performance evaluation for individual officers and the results thereof, and the method for reflecting the performance indicators in officers' bonuses, as well as explanations and information regarding industry peers' executive compensation systems and the trend of corporate governance in the market. These explanations are an effort to ensure incremental improvements for materializing the still better executive compensation system of SuMi TRUST Holdings. Furthermore, as reference data to verify the objectivity and validity of

the level of compensation by position, SuMi TRUST Holdings is using data from the executive compensation survey jointly conducted by SuMi TRUST Bank and Deloitte Tohmatsu Group, as well as other executive compensation feedback materials from external specialists organizations, etc.

(3) Activities of the Compensation Committee

(i) Number of committee meetings held in fiscal year 2023: 13

Annual activity cycle (administrative year) of the Compensation Committee runs from the first committee meeting, which is held after the conclusion of the ordinary general meeting of shareholders in June each year, to June the following year.

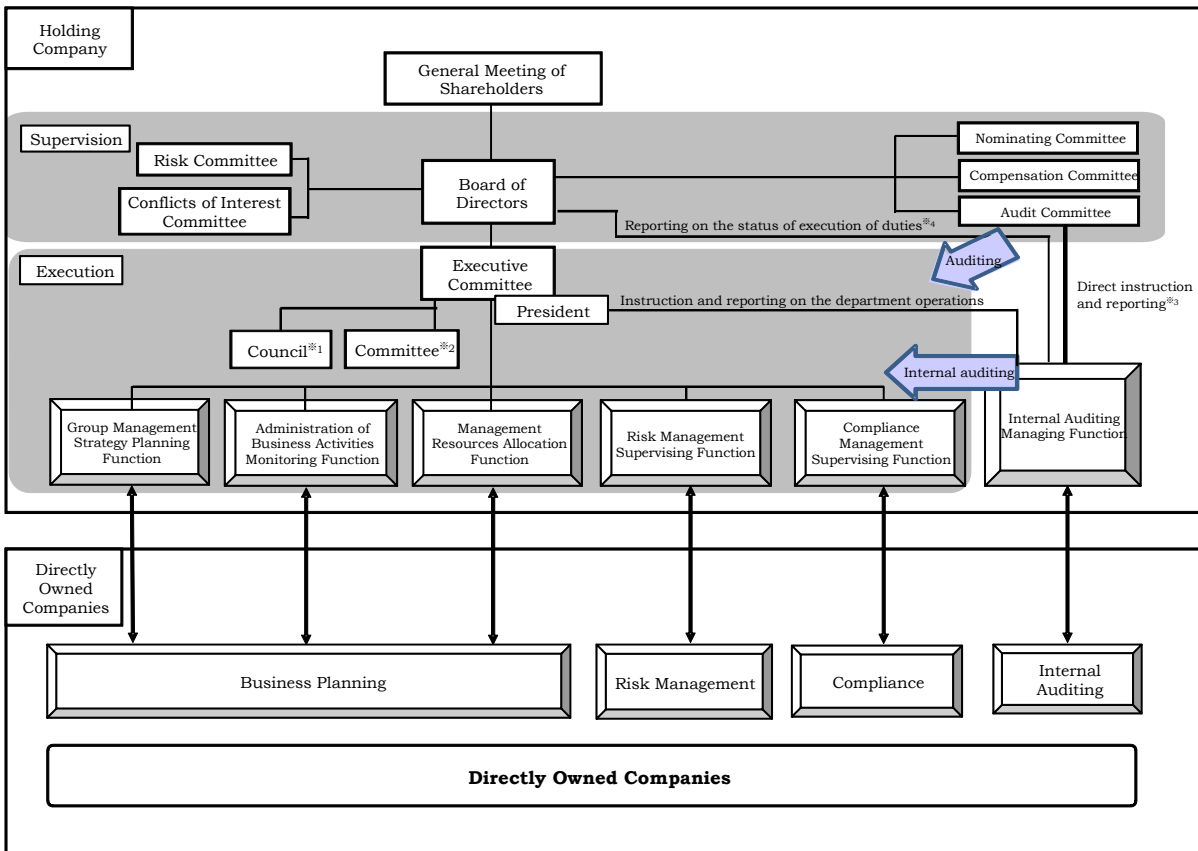
(ii) Attendance of individual members at Compensation Committee meetings in FY2023  
As stated under II. Organizational Structure for Managerial Decision-Making, Execution, Supervision and other Corporate Governance System, 2. Items Related to Business Execution, Audit and Oversight, Nominations and Setting of Compensation, etc., (2) Outline of Committees, B. Compensation Committee, (d) Status of Activities.

(iii) Major decisions, deliberations, and reporting matters at the Compensation Committee in fiscal 2023

Date	Major decisions, deliberations, and reporting matters
May 2023	<ul style="list-style-type: none"> <li>• Performance-linked compensation of officers</li> </ul>
June 2023	<ul style="list-style-type: none"> <li>• Performance-linked compensation of officers</li> <li>• SuMi TRUST Holdings' policy regarding the determination of the content of individual compensation, etc., for officers, the amount of compensation for each individual, and stock compensation for officers of the Group</li> <li>• Policy regarding the determination of the content of individual compensation, etc., for officers of SuMi TRUST Bank and Sumitomo Mitsui Trust Asset Management Co., Ltd. and the amount of compensation for each individual</li> </ul>
July 2023	<ul style="list-style-type: none"> <li>• Clarification of revisions to the compensation system for directors and executive officers</li> </ul>
Aug. 2023	<ul style="list-style-type: none"> <li>• Discussion of ideal executive compensation levels and ratios in light of trends at other companies</li> </ul>
October 2023	<ul style="list-style-type: none"> <li>• Discussion of executive compensation levels and evaluation systems for executive bonuses and stock compensation</li> </ul>
December 2023	<ul style="list-style-type: none"> <li>• Discussion of evaluation system for executive bonuses and stock compensation</li> </ul>
March 2024	<ul style="list-style-type: none"> <li>• Amount of compensation for each individual officer of SuMi TRUST Holdings in connection with the reassignments effective April 1</li> <li>• Amount of compensation for each individual officer of SuMi TRUST Bank in connection with the reassignments effective April 1</li> </ul>

<Management Structure of the SuMi TRUST Group>

**Corporate Governance System**



※1 Financial Council, General Affairs Council, and IT Council

※2 Risk Management Committee, Conflicts of Interest Management Enhancement Committee, Sustainability Committee, Corporate Communications Committee, Asset Management Business Committee, and Business Efficiency Improvement Committee

※3 Direct instruction and reporting relating to the audit of Audit Committee leveraging internal control system

※4 Reporting the status of execution of duties of the Officer in charge of Internal Audit Department (Executive Officer\*1)

<Outline of SuMi TRUST Holdings' Timely Disclosure System>

