SuMi TRUST Bank

"With You" Activities Carried Out across Japan

The SDGs have also attracted attention in the business world. A variety of industries and companies across the globe are practicing business with the SDGs in mind. The new demand for funding thus creates an opportunity for the finance business.

SuMi TRUST Bank seeks to achieve the 17 SDGs with the "With You" activities!

SDGs × "With You" activities

17 PARTNERSHIPS FOR THE GOALS
- Sending seminar instructors for outside classes
- Activities in collaboration with outside partners and local communities
- Publicity efforts

1 NO POVERTY
- Book donation project
- Used eyeglasses donations
- Food loss reduction

2 ZERO HUNGER
- Support for food donations to developing countries and the poor

3 GOOD HEALTH AND WELL-BEING
- Silver College
- Partnerships with comprehensive regional support centers
- Dementia supporter lectures, financial guide read-throughs
- Seminars and lobby exhibits on health, nursing, and medical care
- Blood drives, Pink Ribbon activities
- Action for traffic safety

4 QUALITY EDUCATION
- UWC ISAK Japan lobby exhibits
- Donations to Bellmark
- Company tours, workplace tours
- Family visits

5 GENDER EQUALITY
- Initiatives for diversity and inclusion
- "Iku-boss" initiatives

6 CLEAN WATER AND SANITATION
- Conservation activities to protect and rear endangered species

7 AFFORDABLE AND CLEAN ENERGY
- Power consumption reductions, power conservation
- Eco drives
- Cool Biz

8 DECENT WORK AND ECONOMIC GROWTH
- Asset management and inheritance seminars
- Introductions of trust products to support seniors (e.g. Guardianship System Support Trust, Security Trust, Anshin Support Trust)
- Severance pay lobby exhibits

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- In-house SDG workshops
- SDG lobby exhibits
- ESD Project lobby exhibits

10 REDUCED INEQUALITIES
- Awareness-raising for the Help Mark
- Lobby exhibition in support of people with disabilities

11 SUSTAINABLE CITIES AND COMMUNITIES
- Lobby exhibits on housing options
- Initiatives to prevent special scams
- Lobby exhibits on disaster readiness (earthquake-related disaster measures)
- Community cleanups

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- Recycling activities

13 CLIMATE ACTION
- Lobby exhibits on disaster readiness (climate-related disaster measures)

14 LIFE BELOW WATER
- Lobby exhibits on National Trust activities
- Beach cleanups
- Plastic garbage reduction

15 LIFE ON LAND
- Remote village preservation
- Forest Cemetery lobby exhibits
- Reduced paper consumption

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- Lobby exhibits about peace (introducing NPO/NGO initiatives, etc.)
- Donations of supplies to conflict zones
- Paper crane donations

Initiatives Common to All Branches across Japan

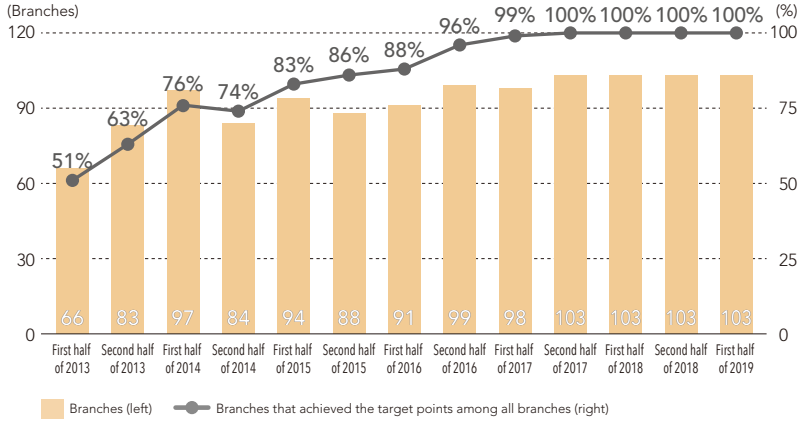
To build strong relationships of trust with community members, SuMi TRUST Bank engages in social contribution activities rooted in local communities, which are known as "With You" activities. These activities are promoted with a focus on the following three areas: (1) support for this generation of seniors, (2) support for the environment and living creatures, and (3) contributions to local communities and society.

With a view to promoting these activities systematically, SuMi TRUST Bank introduced a point system in fiscal year 2012 as a guideline that establishes standards for these activities, dividing activities into categories and measuring their degree of difficulty and effectiveness. The point system sets a baseline point target for each year and assesses each branch from the standpoint of "achieving business results," "reducing environmental burden," "improving brand image," and "disseminating information" as well as on the basis of its ingenuity in achieving sales results and disseminating relevant information, and posts on its "With You" branch blog. The branches have been steadily achieving their targets since the system began, and use of "With You" activities as an effective marketing approach has taken hold.

Furthermore, the "With You Excellence Award," "With You Special Award," "With You 'Shine Activities' Award," or "SDGs Special Award (New)" are awarded to branches that have achieved outstanding results from "With You" activities. We are actively developing "With You" activities by sharing these award-winning initiatives at branches nationwide.

Goals of "With You" Activities

Branches that achieved Target Points



Note: The total number of branches in each fiscal year was as follows: 130 branches in the first half and 133 branches in the second half of fiscal year 2013; 128 branches in the first half and 114 branches in the second half of fiscal year 2014; 113 branches in the first half and 102 branches in the second half of fiscal year 2015; 103 branches in the first half of fiscal year 2016; 99 branches in the second half of fiscal year 2016 and in the first half of fiscal year 2017; 103 branches since the second half of fiscal year 2017.

Communication

SuMi TRUST Bank engages in social contribution activities rooted in the community centered on sales bases in regions nationwide to build strong trust-based relationships with local communities.

To communicate our base activities widely with everyone nationwide, we focus on sending out information using various forms of media.

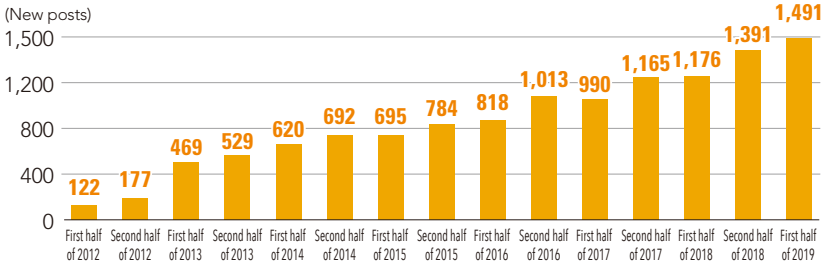
"With You" Branch Blogs

SuMi TRUST Bank launched the "With You" branch blog site in 2012, and branches nationwide introduce their CSR activities (With You activities) on their blogs and update them as needed. Moreover, we use them as a tool to communicate with local customers such as by offering a timely guide to CSR seminars and panel exhibits. With the number of blog posts by each branch increasing every year, the branch blog has emerged as an important tool for disseminating information to local communities.

Since November 2018, SuMi TRUST Bank has been working to publicize branches' "With You" activities in connection with the 17 SDGs. In August 2019, all our 134 branches nationwide formulated "SDGs Declarations," with the aim of instilling the SDGs in local communities and linking them to community revitalization.

WebsiteURL: https://branchblog.smtb.jp/

Posts on "With You" Branch Blog Website (Trend)



Total number of blog posts

12,966

(As of December 20th, 2019)

"With You" Quarterly Reports on our Local Contribution Activities

We publish the social contribution activities report SuMi TRUST With You four times per year to our clients nationwide. This report plays the role of an information dissemination tool offering coverage on topics of interest to seniors and seasonal matters. In FY2019, we posted a series of special articles on the theme of supporting "an age of 100-year-life." Our introductions to issues such as new care for health and readiness for the coming "second half of life" drew a great response nationwide.

Branch-produced "With You" Booklets

In addition to disseminating information via posts on their "With You" branch blogs and publishing social contribution activity reports, each branch publishes an original branch booklet called "With You." It is planned and produced so local communities and the branches where they are located can get to know each other in greater depth. The booklet features employee self-introductions, introduces branch features, includes special feature columns on "With You" activities and CSR plans, and the distinctive traits of each branch such as collaboration with prefectural government offices and municipal halls and preparations of public relations columns on distinctive regional features and attractions.

Booth Presentation at EcoPro 2019

Sumitomo Mitsui Trust Bank exhibited a booth at "EcoPro 2019 - Towards a Sustainable Society," Japan's largest environment-related event, which took place at Tokyo Big Sight on December 5-7, 2019.

Since 2007, Sumitomo Mitsui Trust Bank has presented a booth, in collaboration with the Ecosystem Conservation Society-Japan and The Association of National Trusts in Japan, on the theme of biodiversity. Since 2012, when we set the theme of "Natural Capital," we have been explaining the economic significance of natural capital, by working on investment and finance products and realty, and by introducing people to ESD projects, National Trust support activities, and the like.

This year, our 10th year of exhibiting, we presented panels on our signature of the Principles for Responsible Banking, our action on the SDGs, forestry trust, environmentally friendly property, and similar content, as well as talking directly to attendees, raising awareness of Sumitomo Mitsui Trust Bank and its actions.

A lecture to attendees

Our booth in 2019

Banner conveying the booth concept

Participation in the Fujisawa Sustainable Smart Town* Culture Festival

At the Fujisawa SST Culture Festival in November 2019, we presented a mini workshop titled "Let's All Make a Fujisawa SST Tree," in collaboration with Kanagawa Prefecture SDGs Promotion Office. Around 200 people in roughly 70 teams participated.

Each person picked one of the SDG goals they found particularly interesting, thought about what they could do towards reaching that goal, wrote that on paper, and used it to decorate an ornamental tree. The commemorative photographs were printed on the spot, for participants to take home as souvenirs of the culture festival. Examination of the Fujisawa SST Tree after the event showed that many participants chose SDG Goal 14 "Life Below Water," perhaps because of the event's proximity to the sea of Shonan, and that many people, from young children to the elderly had colorfully decorated the tree with their diverse ideas.

* Sumitomo Mitsui Trust Bank was the only financial institution to participate in this joint urban development project by Japan's leading companies, which used the former site in Fujisawa of a factory belonging to Panasonic. This is the fifth year since the grand opening of Fujisawa SST, the first really operating smart city in Japan. The project is attracting attention from Japan and around the world for its concept of a town to last 100 years (see P.73 for details).

In the venue

The mini-workshop

Introduction to Examples of With You Activities

Silver College Seminars

Silver College seminars are a place of learning for seniors among our clients to lead their second life with reassurance and contentment. Leading authorities from different business sectors talk about the thorough preparations needed to carry on a second life that is safe and enriching. There are many issues facing us as human life spans often exceed the century mark. In addition to seminars with fixed participants covering four basic topics (health, safety and security; late-life housing; the issue of dementia; how to lead an enriched life in old age), each branch plans and hosts its own distinctive Silver College seminars.

Seniors enjoy a Silver College seminar at Okayama

Our Okayama and Okayama Chuo branches borrowed the Main Gallery of the Ohara Museum of Art to stage a Silver College event on the theme of "300 Years of Ohara's Footsteps." Participants learned about the relationship between Ohara and the city of Okayama, the background to the foundation of the art museum, and ways to appreciate works of art, using actual works in the venue as subject matter. Our Fukuoka and Fukuoka Tenjin branches invited a modern history researcher, who is also a guide on the Bura Tamori TV show, to give a lecture. It was a fascinating talk on the local history of Fukuoka Tenjin. In such ways, each branch provides a variety of information on how seniors can live well in their golden years via a mix of hard and soft tactics. The projects have all been well received by participating clients.

A Digest Report for Seniors 2.0

The topic of "an age of 100-year-life" has been the subject of increasing interest, boosted by the media. Mitsui Sumitomo Trust Group, acting as "Your Last Bank" has been focusing on providing seniors with information about ways to lead an affluent senior life.

Considering Senior-Generation Housing

Mitsui Sumitomo Trust Group wants to be the bank that people can entrust their housing matters to with peace of mind in the last phases of their lives, in addition to managing their precious assets and their inheritance. "A Digest Report for Seniors - Considering Senior-Generation Housing 2.0," which we published in August 2018, is a booklet that presents three important options to consider concerning housing for seniors: (1) Keep living in your current home, (2) Move to somewhere that is easier to live in, and (3) Move to a home for the elderly). Our branches nationwide introduce this book in lobby displays, to allow people to take their time considering the best options for their senior years. They also offer help and consultation to assist everyone on making the most of their senior life (see P.48).

A lobby display

Website URL: https://www.smth.jp/csr/report/2018/all5.pdf

Considering the Problems of Dementia

In Japan, which is a super-aging society, one in four people aged 65 or above is said to have dementia or its early signs. "A Digest Report for Seniors - Considering the Problems of Dementia 2.0," which we published in August 2019, is a booklet that provides concrete information on what the disease of dementia actually is, the kinds of support its sufferers require, and what we can do to help. Sumitomo Mitsui Trust Bank has developed a lineup of asset management products adapted to dementia, and provides consulting that stands in our customers' shoes (see P.51). Our branches nationwide introduce this booklet in lobby displays, to allow people to take their time considering their health and futures.

A lobby display

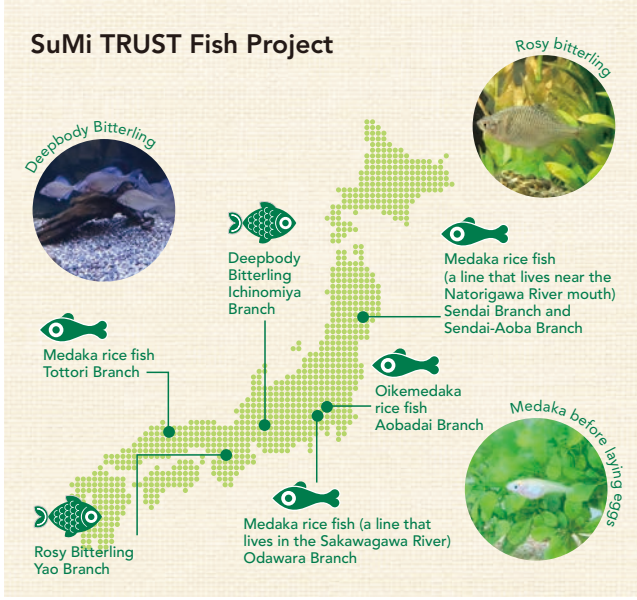
Website URL: https://www.smth.jp/csr/report/2019/all5.pdf

Activities to Support the Environment and Living Things

Sumitomo Mitsui Trust Bank works on sustainability activities (we call them "With You activities") at our branches nationwide. Based on the idea that "our lives are affluent because we are blessed with natural capital," we have set "Activities to Support the Environment and Living Things" as one of the themes of our diverse With You activities, which we do with the participation of our employees. As part of that effort, some branches are working on activities to conserve Japan's unique organisms. In August 2016, our Ichinomiya branch received approval from the Ministry of the Environment to start the first private-sector exhibition of the Itasenpara bitterling (*Acheilognathus longipinnis*), an endangered species.

Raising Itasenpara in our Ichinomiya branch

After four rounds of breeding, which began in September 2019 and benefited from the advice of many interested people, we are carefully raising 11 Itasenpara fish.



* Gene differentiation has been confirmed for medaka rice fishes depending on the water area of their habitats, and preservation activities of indigenous medaka rice fishes have been promoted in each respective region using systems such as foster care.

SuMi TRUST Bank "Inheritance from Me" Series

Since June 2013, SuMi TRUST Bank has invited clients to share stories with an "Inheritance from Me" theme. These stories, up to around 400-characters in length, are on the precious "people, things, and matters" the writer wants to pass on as an "Inheritance from Me" legacy for future generations. Each time, the stories selected for the Grand Prize and the Second Grand Prize are published as a collection in a booklet that is available at our branch lobbies across Japan and shared on the company's website. The Grand Prize winner in the first year was a story entitled "A life-sustaining ten-yen coin." It describes how a ten-yen coin helped form a bond of trust between a teacher and students. The story appealed to many, even inspiring Aki Yashiro, a well-known Japanese enka (folksong) singer, to turn the story into a song. The generations of entrants have diversified every year, and in our sixth contest, we received over 11,000 entries.

"Inheritance from Me" is also a project that contributes to school education and local communities.

We received many applications for the first contest from young children, students, and whole schools, so from the second contest, we established the "School Award" and started taking group applications from schools. They participated as classes, school years, after-school club activities, and school units, as part of their educational activities, and by the 6th contest, we had received 7,099 works from 116 schools.

We saw that many of the entries were on the topic of "*Furusato*" (home town), so from the sixth contest, we established the "Heart's Hometown Award" and have been asking for entries on "Heart's Hometown" about "my wonderful town or village." We plan to announce winners of the seventh contest in March 2020.

Stronger Cooperation With Local Communities

As a financial institution, we are taking concrete action towards the attainment of the SDGs (Sustainable Development Goals) announced by the UN, but we also take on the important role of educating and informing local communities about the SDGs. Our branches nationwide work hard to spread knowledge of the SDGs to people in their local communities, through activities and events that link with those communities.

Our Kita-Kyushu branch is partnering with Kita-Kyushu City, which is an SDGs Future City, with its neighboring store association (Uomachi Gintengai), which is strongly promoting SDGs, and others. Together, they are working on a number of grassroots activities. The same store association organizes "Machizemi" (town seminars) twice a year in which association store owners become lecturers, to teach expert knowledge and information to the general public for free. In November 2019, a financial consultant from that branch became the lecturer to teach one of the classes. The same branch also participates regularly in SDG-related seminars organized by the store association, organizes study sessions for our employees with store association people as teachers, holds Silver College classes for our customers, sets up permanent SDG-related panel exhibits in partnership with the city hall and the store association, and generally devotes its full effort to local network building.

Our Nihonbashi sales department and Tokyo Chuo branch partner widely with companies and external groups in the Nihonbashi area, to organize seminars, participate in community revitalization events, dispatch tutors to outside events, and generally advance a wide range of activities. The branches participated in the *noren* (shop curtain) exhibition, a community revitalization event for the Nihonbashi area in fall 2019. They exhibited a *noren* designed around the motif of a large safe, which is also the symbol of the Mitsui Honkan building, an important cultural property. Mitsui Honkan reaches the age of 90 this year, so in addition to the annual Christmas concert and tours of the inside of the giant safe, we will be stepping up our PR with activities such as promoting international exchange by inviting overseas students to tour the building. We also publish "Monthly SDGs Bulletins" internally, as a way to visualize how we are specifically working towards the attainment of which SDGs each month, in addition to our SDGs declaration. The bulletin is a way to encourage all our employees to engage in local partnership activities.

Partnership between our Kita-Kyushu branch and Uomachi Gintengai

The *noren* exhibition by Nihonbashi sales department and Tokyo Chuo branch

Action for Food Loss Reduction

The world's volume of staple food to developing countries is 390 tons, while Japan's volume of food waste is 6.43 Mtons, around 1.6 times as much. Enough still-edible food to fill 1,760 trucks is thrown away every day, so food loss is a major social problem in Japan. As an element in our work to promote the SDGs, Mitsui Sumitomo Trust Group is taking concrete action to reduce those food losses.

Keen to take action in "Osaka - the town bursting with food," our Nanba and Nanba Chuo branches are focusing their efforts on food drives (activities to encourage households to donate their surplus food at their workplaces and elsewhere, for donation to local welfare groups and facilities). The branches organize lobby presentations to convey the current food loss situation and details of their food drives, and encourage their customers to join in as branch employees regularly make donations. The donated food items are channeled through Food Bank Kansai and Pal Coop Children's Canteen Food Bank, which run food drives. The recipients are local children's canteens and welfare groups and facilities.

Our Saga branch devotes its efforts to outreach and execution for the 3010 Campaign run by the Ministry of the Environment and Saga City Hall. The 3010 Campaign is a drive to reduce the amount of leftover food discarded after banquets. It cuts food losses by calling on people to "stay in your seat and enjoy your food for 30 minutes after the toast" and "go back to your seat 10 minutes before the end and enjoy another helping." By publicizing these actions to be taken at gatherings and banquets with friends and colleagues, the campaign makes individuals aware of waste and spreads the range of participation in this activity.

We plan to extend this effort, together with plastic garbage reduction, to our whole Group in future.

Lobby presentation about the food drive by our Nanba branch

Food drive collection by our Nanba branch

3010 Campaign by Saga branch

Initiatives at Overseas Branches and Group Companies

GROUP COMPANY 01

New York Branch

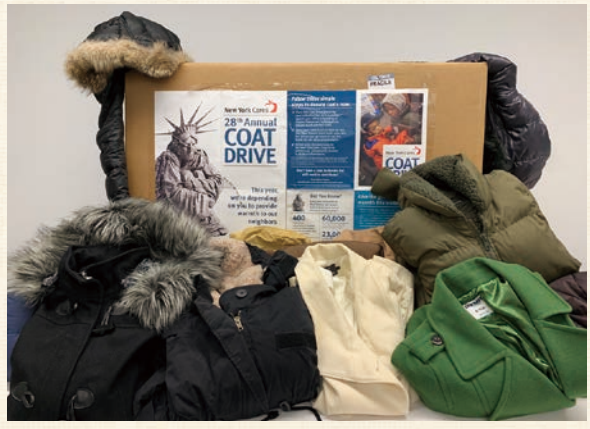
Initiative 01 Participation in PRB signing ceremony and Climate Week (event held in conjunction with UN Climate Action Summit)

On September 22, 2019 a signing ceremony for the UNEP FI Principles for Responsible Banking was held in New York and attended by Chief Sustainability Officer Tsukasa Kanai and other employees. During Climate Week held in New York City over September 23–29, the number of panel discussions, concerts, exhibitions, seminars, and other events far exceeded the 150 events of 2018. Around 10,000 people from more than 40 countries attended the week-long program, a strong reflection of the public's keen interest in climate change issues. During this same period, Mr. Kanai was invited to give a talk at the branch. Accordingly, seminar participants heard about the latest developments in sustainability—one of the biggest trends in the finance sector today—and deepened their understanding of how climate change is affecting people's lives.

Initiative 02 Participation in volunteer and charity activities

In July 2019 five employees of the New York Branch made use of the volunteer leave system to take part in the Special Populations Tennis Carnival with NYJTL. They enjoyed playing tennis with children that require support owing to a disability. In August, four employees participated in the activities of Food First, a charity for distributing food to those in need. The branch's HR team organized a School Supply Drive through which it donated more than 100 items of stationery to a public school in Newark in the state of New Jersey, and also ran a Coat Drive that resulted in the donation of more than 40 coats to those in need during the harsh New York winter.

The New York Branch will continue to actively support people in the community through these kinds of activities.



Coats collected for the Coat Drive

GROUP COMPANY 02

London Branch

Initiative 01 Donations to Great Ormond Street Hospital

Since 2011 the London Branch has made yearly donations to the Great Ormond Street Hospital instead of sending out Christmas cards. Founded in 1852, the Great Ormond Street Hospital is London's most famous hospital for children. It is also a charity organization. The hospital was a pioneer in the field of pediatrics by achieving numerous world firsts, including the first-ever successful bone marrow transplant in a patient with severe combined immunodeficiency. The money donated by the London Branch and other organizations is used by the hospital to fund research into various life-saving treatments.

Great Ormond Street Hospital

Initiative 02 Donations to Save the Children Fund

Staff members of the London Branch, Sumitomo Mitsui Trust (UK) Limited, and Sumitomo Mitsui Trust International Limited were called on to participate for the first time in the Christmas Jumper Day, a fundraising campaign organized by the Save the Children Fund.

Employees were encouraged to wear a Christmas jumper to work on December 13 and make a donation of at least £2 to the Save the Children Fund. Those participating can choose to take photos from within the office and publicly announce how much money they have raised.

Employees sporting their Christmas jumpers

Initiative 03 Seamless promotion of ESG (environment) initiatives by the London Branch's credit front

In Europe where environmental regulations continue to be put in place, the creation and discovery of financing opportunities that are mindful of such rules is a common challenge for the London Branch's credit front (corporate finance, project finance, aircraft finance, ship finance, real estate finance). Having the London Branch lead the way in implementing initiatives in the UK also contributes to the creation of opportunities for initiatives to be implemented in Japan. Some of such activities are described below.

<Initiatives already implemented>

1. Corporate finance: ESG benchmarks (CO_2, electricity consumption, health & safety measures, etc.) were established for underlying transaction facilities for commodity traders. Either a discount or a premium would be added onto the client's loan margin depending on how they performed against the benchmarks throughout the year. Given that commodity traders are being called on by society to take the environment into account with respect to the resources they deal in, these kind of loans provide an incentive for traders to improve their practices from a procurement point of view.
2. Ship finance: SMTB extended additional financing to a non-Japanese oil major client to cover the cost of installing a scrubber (equipment that removes sulfur oxide) on an aging tanker, as required by environmental regulations in the shipping industry. Demand for funds is relatively strong given the difficulty of organizing collateral security rights, therefore scrubber finance is an initiative that aims to raise the market presence of SMTB from an ESG perspective.
3. Project finance: Financing of multiple renewable energy projects. In 2014, SMTB started offering loans to finance offshore wind power generation projects. Recently, such projects have started to gain real momentum in Japan. This service is now offered in the UK, the Netherlands, Belgium, and Germany with a total of 12 projects currently being financed (as of end-September 2019).

<Initiatives under consideration>

1. Real estate: SMTB is currently considering investing in a European real estate office fund specializing in environmentally friendly property with the aim of examining the advantages of environmentally friendly property and generating business opportunities in the Japanese market.

GROUP COMPANY 03

Nikko Asset Management

Guided by the principle of making greater efforts to undertake sustainability activities through its core business, Nikko AM established a Corporate Sustainability Department in September 2018.

This department organizes working groups on diversity, runs charity volunteer activities, and collaborates with other departments as a central hub in order to actively address sustainability issues from multiple angles.

Initiative 01 Water and sanitation project in Cambodia

On two separate occasions (spring and autumn), 11 Nikko AM employees visited Siem Reap in Cambodia to take part in the Water for Life project.

Organized through a partnership between the Singapore International Foundation and the Cambodian NGO Water for Cambodia, the objective of this project is to provide clean water to rural villages by installing bio-sand and membrane filters. The materials used in a bio-sand filter, which are cheap and relatively easy to install, can be bought locally in Cambodia. Maintenance is also easy and one filter usually lasts for up to 15 years once installed.

The livelihoods of a few hundred people living in a rural village can be improved once safe drinking water is readily accessible and basic education about sanitation is carried out. This also helps to invigorate the broader community.

Employees happy to do their bit in Cambodia

Initiative 02 Acceptance of Syrian refugee exchange student interns

Nikko AM took in three Syrian postgraduate students as interns for the first time and provided them the opportunity to experience work at a Japanese company and acquire business skills. The participating interns are exchange students under the Japanese Initiative for the future of Syrian Refugees (JISR) program implemented by the NPO Japan Association for Refugees under the auspices of the JICA (Japan International Cooperation Agency). The internship was made possible thanks to Nikko AM's partnership with Japan for UNHCR*. On the final day of the internship, the students delivered presentations to employees about their home country, their life before coming to Japan, and detailed personal experiences as refugees.

* Japan for UNHCR is the official NPO partner supporting the activities of the UNHCR (United Nations High Commissioner for Refugees) in Japan. Since its establishment in 1950, the UNHCR has provided international protection and support to refugees and people fleeing war or persecution and engaged in activities that aim to resolve refugee issues.

Kunihiko Kabe from the JISR delivering a presentation

Initiative 03 Family money seminar

Nikko AM hosted the 8th Summer Family Money Seminar for grade 5 and 6 elementary school students and their parents (or guardians) to learn about the role of money in society and their own lives. 23 parent-child pairs (46 people all up) were selected to attend from a total of 206 applicants. First, the children listened to a lecture about the economy and how money works. Then they heard how the use of an investment trust is one way to build more money from a long-term perspective. At the end of the session, all participants thought about how and what money can be used for.

In 2019 the company held its first Summer Holiday Innovation Class. The topic of innovation was the "space business." The lesson aimed to provide children with an opportunity to develop their intellectual curiosity and learn about innovation in an accessible way, as well as teach children and adults alike the wonders of innovation and how it can change the world, an area that Nikko AM is focused on through its asset management business.

The ever-popular family money seminar

Innovation seminar for children and parents focusing on the topic of the space business

Initiative 04 Promoting advancement of women

In January 2018, Nikko AM launched the Women's Group with the aim of creating a comfortable workplace environment for all by regularly attending external events and organizing in-house study sessions so that each and every employee can deepen their understanding of, and have respect for, diversity. In June 2018, the company expressed its support for, and signed a statement regarding, the Women's Empowerment Principles (WEPs)*2, a set of corporate principles developed by the UNGC*1 and UN Women that offer guidance on how to actively empower women in the workplace.

*1 The United Nations Global Compact (UNGC) is a voluntary initiative for participating in the creation of a global framework whereby companies and organizations act as good members of society to realize sustainable growth by demonstrating responsible and creative leadership.

*2 The Women's Empowerment Principles were jointly developed in March 2010 by the UNGC and UNIFEM (United Nations Development Fund for Women; now known as UN Women).

At one of the events for this initiative

Initiative 05 Raising awareness of LGBT issues

Since 2017 Nikko AM has stepped up LGBT* initiatives as part of efforts to promote diversity. It launched an in-house LGBT Working Group with the goal of raising awareness and understanding about LGBT issues. In 2019 the company was awarded the gold ranking, the highest rating possible, in the 2019 Pride Index that evaluates the initiatives companies and organizations have implemented with regard to sexual minorities, such as LGBT. Nikko AM will continue to respect diversity and aim to create a workplace environment in which all employees can simply be themselves.

* LGBT: Lesbian, gay, bisexual, and transgender.

work with Pride Gold 2019

Employees taking part in Tokyo Rainbow Pride 2019

Initiative 06 Participation in regular wheelchair repair working bees

Nikko AM participates in monthly working bees organized by an NPO to refurbish wheelchairs for children overseas. This NPO is one of the beneficiaries of the Nikko AM Employee Charity Program. The NPO collects, repairs, and sends wheelchairs free of charge to needy children living overseas.

Employees at one of the monthly working bees

Employees cleaning a children's wheelchair

GROUP COMPANY 04

Sumitomo Mitsui Trust Asset Management

Initiative 01 Won the Tokyo Financial Award in the ESG Investment Category for FY2018

Sumitomo Mitsui Trust Asset Management (SMTAM) won the Tokyo Financial Award in the ESG Investment Category in February 2019, which was setup by the Tokyo Metropolitan Government as one of the initiatives under its"Global Financial City; Tokyo"vision. As an asset management firm guided by Japan's Stewardship Code, SMTAM was presented this award in recognition of its goal of engaging in constructive dialogue with companies that comprise 90% of TSE1 market capitalization, its focus on engagement activities related to the problem of ocean pollution and plastics, and its offering of a biodiversity companies support fund to individual investors.

The company will endeavor to fulfil its stewardship responsibilities, enhance corporate value of the companies it engages in dialogue with, and maximize medium- to long-term returns for its clients.

Tokyo Financial Award

Initiative 02 Participation in Corporate Forest Naming Rights Project

In July 2019, SMTAM showed its support for the action plan on creating watershed forests advocated for by the Tokyo Metropolitan Government's Bureau of Waterworks and concluded a partnership agreement with the Bureau regarding the Tokyo Waterworks Corporate Forest Naming Rights Project. Based on this agreement, 3.01ha of watershed forest in Koshu City (Yamanashi Prefecture) has been named SMTAM Forest and SMTAM has committed to engaging in activities over the next three years aimed at conserving and nurturing this forest area in the upper reaches of the Tama River. The company plans to appropriate income collected from ESG funds to cover costs related to conservation in the Corporate Forest project. By participating in the project as a corporate citizen, SMTAM will aim to contribute to the achievement of the SDGs by endeavoring to protect regional water and forest resources and maintain the biodiversity-protecting functions of forests.

Group photo at the SMTAM Forest

Initiative 03 Collaboration with start-ups

On October 21, 2019, an open innovation*1 program known as Sumitomo Mitsui Trust Asset Management Accelerator 2019 was launched. The program is run in partnership with Creww—the company behind Japan's biggest start-up community*2—and makes use of SMTAM's managerial resources.

This program aims to facilitate the co-creation of new businesses and services by harnessing both the managerial resources of SMTAM and the completely new ideas and fresh insight of start-up firms.

Through joint creation of ideas and services with start-up firms, the program aims to approach clients thus far out of reach, diversify methods for approaching clients, and uncover new asset management methodologies.

*1 A framework under which companies can collaborate with external parties to jointly create innovative businesses and services without relying on their own managerial resources and technology.

*2 A community for investors, advisors, and other supporters of mainly start-up firms.

GROUP COMPANY 05

Sumitomo Mitsui Trust Club

The Diners Club credit card issued by Sumitomo Mitsui Trust Club goes beyond the framework of a credit card to advance a variety of initiatives. For the very reason that it is brand of card for adults, Sumitomo Mitsui Trust Club works together with its members to offer opportunities to contribute to society and provide assistance to the younger generation.

Initiative 01 Joint initiative with Tokyo University of the Arts

• Music outreach activities

Diners Club sponsors the music outreach activities of the Tokyo University of the Arts, a series of social contribution programs that aim to provide high-quality live musical experiences. Donations collected from members are administered in an artist support fund to support this program. In fiscal 2018, Diners Club collected ¥2,362,500 in donations.

Current and former students of the university organize concerts and workshops at elementary schools, junior high schools, and medical centers every month. This worthwhile initiative supports the musical sensitivities in the children listening to music and also the techniques of the children performing.

High-quality performance opportunities are also extended to young musicians with a special concert held annually at the Suntory Hall and regular concerts at the Ginza Premium Lounge. All proceeds from the sale of concert tickets are also donated to the artist support fund.

• Diners Club 60th anniversary logo

In 2020, Diners Club will celebrate 60 years in Japan. To mark this momentous occasion, a 60th anniversary logo was announced in summer 2019.

The design of the logo was created by the winning student in a competition run by Professor Kei Matsushita of the Visual Communication Studio in the Faculty of Fine Arts at the Tokyo University of the Arts. The competition entries were narrowed down to three designs created by students studying a design major at the university, and then the winning entry was ultimately determined by a vote among Sumitomo Mitsui Trust Club employees.

We now live in age where design materials can be easily downloaded for free from the internet, but this competition provided a really valuable experience to young designers as they ready themselves to launch a professional career in the industry.

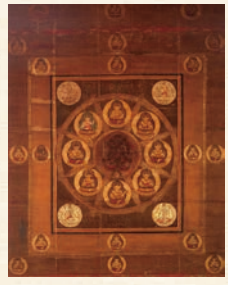
Initiative 02 Ongoing ESG activities

• 2019 Sake Competition

This initiative supports the brewing of Japanese sake, a symbol of Japanese food culture. In its fourth year of supporting the next-generation of brewers, the Diners Club Young Brewers Encouragement Award went to a brewery called Hagino Shuzo in Kurihara City, Miyagi Prefecture. Sumitomo Mitsui Trust Club will support this brewery for one year by featuring it in the member's magazine "Signature" and selling its products for points as a membership reward.

• Daigoji Temple cultural assets restoration project

In February 2019, the restored statue of *Gundari Myo-o*, one of the five wisdom kings in Buddhism, was unveiled at the Godai-Rikison Ninno-e Festival. Other efforts currently underway include the restoration of the wooden statue of *Gozanze Myo-o* and the long-term restoration of the *Dairin Myo-o Mandara-zu* panel, ancient documents, and holy scriptures of Daigoji Temple (a national treasure of Japan).



• 2nd Diners Club Cup

Following the success of last year's event, the Diners Club Cup was held again in December. Thirty professional female golfers were invited to this pro/amateur competition and many up-and-coming female pros benefitted from their words of encouragement.

GROUP COMPANY 06

Sumitomo Mitsui Trust Realty

Base Initiatives Kyushu Head Office

The Kyushu Head Office is a sponsor of the Fukuoka Zoo. At the zoo, children can experience first-hand how animals behave, what they smell like, and be moved by their powerful presence or cuteness. And learning about how animals live and their current situation in the wild makes children think about ecosystems and environments around the world.

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

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

Male Siberian tiger at Fukuoka Zoo

Panel about global tiger distribution donated to Fukuoka Zoo

Base Initiatives Chubu Head Office

In 2013 the Chubu Head Office signed a memorandum of understanding on support and cooperation with Higashiyama Zoo and Botanical Gardens, a symbol of the city of Nagoya and a place of rest and relaxation for its citizens. Our activities in sponsoring the zoo were recognized the following year, which led to the conclusion of an agreement with the mayor of Nagoya regarding collaboration and cooperation on a plan to upgrade the zoos facilities.

Zoos have four key roles to play: species protection, environmental education, study & research, and recreation.

We too, as a sponsor of the zoo, aim to engage in activities that contribute to these four roles.

This fiscal year we exclusively sponsored the Sumatran tiger, given that the company's mascot Trust-san is also a tiger. In order to encourage learning about the Sumatran tiger, we hosted an event for visitors to create their own original Sumatran tiger pencil board (a flexible sheet of plastic to be placed under writing paper). The event was a great success with all 500 pencil boards gone by lunchtime. Through this event we hope that people will take a moment to think about the endangered Sumatran tiger.

Original Sumatran tiger pencil board (front)

Original Sumatran tiger pencil board (back)

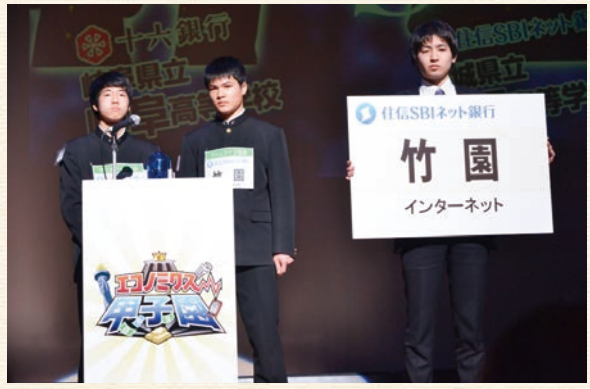
GROUP COMPANY 07

SBI Sumishin Net Bank

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

Like in 2018, SBI Sumishin Net Bank hosted the Online Economics Competition, a preliminary for the all-Japan contest. In the online preliminary, high school students respond to quiz questions via the Internet with teams competing based on their knowledge about a wide range of finance and economics-related topics such as current events and money-related trivia. The winning team qualifies for the national finals. In 2019, the 13th time the competition has been held, 19 teams participated in the event, and the winner, Takezono High School, advanced to the national finals. We will continue to sponsor this contest as a way to encourage more high school students to participate and learn more about finance and economics.

As an online bank for sharing the joy of the future with everyone and cultivating the future of this society, SBI Sumishin Net Bank uses the Internet as a platform to publicize its initiatives.



Winner	Takezono High School "Madashi"
Runner-up	Gunma Prefectural Chuo Secondary School "∫ Yukichi"
Third place	Nasutakuyo High School "Kani"

GROUP COMPANY 08

Japan Trustee Services Bank

Japan Trustee Services Bank has cooperated with NPO Palette in such activities as in-house bake sales.

NPO Palette is an organization to help disabled persons become independent members of society. As part of its activities, the organization produces and sells cookies and pound cake.

Japan Trustee Services Bank organizes an in-house bake sale each year that the employees love.

NPO-organized in-house bake sale

GROUP COMPANY 09

Sumitomo Mitsui Trust General Service

Sumitomo Mitsui Trust General Service engages in management and property administration of buildings in which SuMi TRUST Bank and affiliated companies are tenants. The company carries out various activities that are mindful of the SDGs from a building owner and operator point of view. For example, it seeks to contribute to the community, reduce waste and energy consumption, and implement disaster-prevention and health-awareness initiatives.

Initiative 01 Participating in and sponsoring the Gion Festival as the owner of the Shijo Karasuma Building

The company's Leasing Business Department participates in and sponsors the Gion Festival in Kyoto as one way of contributing to Goal 17 of the SDGs: *Strengthen the means of implementation and revitalize the global partnership for sustainable development*. In the districts of Suiginyacho and Kankobokocho where the Shijo Karasuma Building is located, the neighborhood association maintains the *Kankobokocho* float used in the Gion Festival held over the entire month of July. Every year the Leasing Business Department participates in and lends its support to the festival preparations. This year in particular marks the 1,150th anniversary of the festival and the company as a whole enlisted participants from the Kitahama Office, Senri Office, and Leasing Business Department to take part in community service activities. A report on these activities was published in an August 20, 2019 special Gion Festival issue of the company newsletter.

Group photo of participants

Initiative 02 Rubbish sorting reminder posters

The Onarimon Office is stepping up its efforts on the sorting of rubbish. There is a strong tendency among people who do not separate their rubbish to throw everything into the burnable rubbish bin. For example, drinking straws and other pieces of plastic that come with beverage cartons often end up in the burnable rubbish bin. In light of this situation and in an effort to change people's thinking, a notice has been placed on the rubbish bin informing people of the items that must not be thrown out. Previously, the sign only indicated what items are classified as rubbish. And a label has been affixed to the recycling bin indicating what can be recycled (e.g. the packaging on a pack of printing paper or beverage cartons). By making rubbish disposal easier and less troublesome, a degree of improvement has been observed in the sorting of rubbish.

Other departments are also utilizing rubbish separation posters like the one shown on the right.

Rubbish sorting reminder poster

Initiative 03 Making effecting use of equipment during bank office building renovations

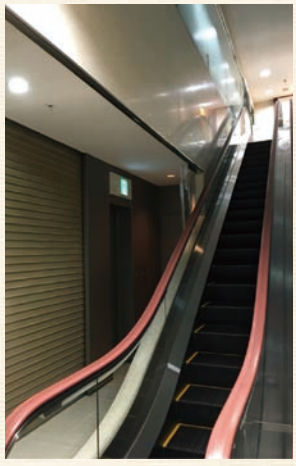
The Property Management Department is endeavoring to effectively utilize unwanted equipment when bank office buildings are closed or when office space is restored to its original state upon the departure of a tenant.

For example, during the refurbishment of floors 15 and 16 in the head office building, the department identified unwanted equipment that could be put to use somewhere else and endeavored to find a home for those items.

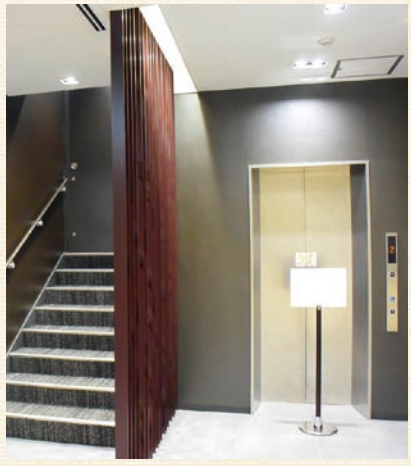
As for the surplus equipment that did not find a new home, the company teamed up with SuMi TRUST Bank to sell the equipment after obtaining competitive quotes from multiple equipment recycling vendors. This helped lower disposal costs and temporary work expenses (restoration costs owing to area reduction) involved in office refurbishment by ¥87 million versus the estimated cost in the original plan.

Initiative 04 Promoting barrier-free bank branches

The Property Management Department is carrying out renovations to make bank branches barrier-free. At the Kanazawa and Kanazawa Chuo branches, clients previously used an escalator to move between the first and second floors, but considering the age of the escalator and the need to create a barrier-free environment, construction work was undertaken between January and June 2019 to install an elevator. Following discussions with the building owner, construction contractors, and relevant bank departments, the escalator was dismantled and an elevator big enough to accommodate clients in wheelchairs was installed alongside a flight of stairs. A spacious multipurpose toilet was also constructed on the first floor, which has been favorably received by clients in wheelchairs and those with young children.



Before renovations



After renovations

GROUP COMPANY 10

Sumitomo Mitsui Trust Systems & Services

Initiative 01 Initiatives on IT training for the elderly

As an IT company with offices in Tokyo's Fuchu City, Sumitomo Mitsui Trust Systems & Services held a completely free computer training course to provide personalized guidance to the elderly about how to use Microsoft Word, Excel, the internet, and smartphones. Thirty-two new employees of the company provided instructions to the participants with the goal of enhancing IT knowledge of senior citizens in the community. Requests for guidance on how to use smartphones are increasing year by year and this year roughly 30% of the course time was spent on smartphone use.

The instructors flexibly accommodated the needs of the participants by enthusiastically providing one-to-one guidance, which was interspersed at times with casual chitchat. As a result, all 31 participants expressed much gratitude for what they learned.

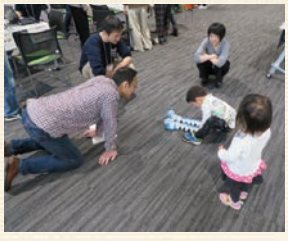
Computer training course for the elderly

Initiative 02 Initiatives on teaching programming to children

Every year Sumitomo Mitsui Trust Systems & Services has a booth at the Fuchu Citizens Festival, an event that brings together the collective knowledge and skills of individuals with a connection to Fuchu City. In fiscal 2019 the company provided educational experiences to children to learn about programming with the use of a programming robot. This year was the fifth time the festival had been held and the company's booth was extremely popular, receiving 320 visitors in total.

Children visiting the booth had great fun commanding the robot to move, which resulted in squeals of delight when it did exactly as it was told.

The company will continue to carry out these kinds of activities with the aim of contributing in some way to the nurturing of children's programming abilities.



Teaching programming to children

GROUP COMPANY 11

Sumitomo Mitsui Trust Business Service

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

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

In aiming to help build a society where persons with physical, intellectual, mental, or developmental disabilities can work independently, the Group fully supports the vision of *Shokora-bo*. In order to get this business up and running as quickly as possible, the Group organized chocolate sales at four of its office buildings in Tokyo, which were extremely popular among many Group employees considering that some locations sold out quite quickly.

One of the stalls selling chocolates

Shokora-bo opening ceremony

GROUP COMPANY 12

Sumitomo Mitsui Trust Wealth Partners

Sumitomo Mitsui Trust Wealth Partners held two training sessions concerning the SDGs in May 2019. Subsequently, all 55 company employees further deepened their understanding of the SDGs.

Following this, the company took steps to inform its clients about the Group's initiatives by wearing SDG badges and using business cards that display the logo of the SDGs.

SDG training session

GROUP COMPANY 13

Sumitomo Mitsui Trust Guarantee

At Sumitomo Mitsui Trust Guarantee, female employees not wearing a suit and employees wearing casual business attire all year round have started wearing the SDG badge on their security pass.

This is just one way for all employees to be constantly aware of the SDG movement even when they are not wearing a suit.

SDG badge attached to an employee's security pass

GRI Content Index

Global Reporting Initiative (GRI)

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

●=core option disclosure

Item		Indicator	Corresponding Sections
		Standard Disclosure	
Organizational profile			
102-1	●	Name of the organization	
		a. Name of the organization.	212
102-2	●	Activities, brands, products, and services	
		a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	10-81
102-3	●	Location of headquarters	
		a. Location of the organization's headquarters.	212
102-4	●	Location of operations	
		a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	211
102-5	●	Ownership and legal form	
		a. Nature of ownership and legal form.	211
102-6	●	Markets served	
		a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	211-212
102-7	●	Scale of the organization	
		a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	159, 210-211
102-8	●	Information on employees and other workers	
		a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	159
102-9	●	Supply chain	
		a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	6
102-10	●	Significant changes to the organization and its supply chain	
		a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	132-134, 143

Item		Indicator	Corresponding Sections
102-11	●	Precautionary Principle or approach	
		a. Whether and how the organization applies the Precautionary Principle or approach.	105-107, 132-134
102-12	●	External initiatives	
		a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	135-137
102-13	●	Membership of associations	
		a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	135-137
Strategy			
102-14	●	Statement from senior decision-maker	
		a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	4-5
102-15		Key impacts, risks, and opportunities	
		a. A description of key impacts, risks, and opportunities.	12-15, 105-107, 120-128
Ethics and integrity			
102-16	●	Values, principles, standards, and norms of behavior	
		a. A description of the organization's values, principles, standards, and norms of behavior.	1, 112-118
102-17		Mechanisms for advice and concerns about ethics	
		a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	112-118
Governance			
102-18	●	Governance structure	
		a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	97-111
102-19		Delegating authority	
		a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	97-111
102-20		Executive-level responsibility for economic, environmental, and social topics	
		a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	97-111
102-21		Consulting stakeholders on economic, environmental, and social topics	
		a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	97-111
102-22		Composition of the highest governance body and its committees	
		a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	97-111
102-23		Chair of the highest governance body	
		a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	97-111
102-24		Nominating and selecting the highest governance body	
		a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	97-111

Item	Indicator	Corresponding Sections
102-25	Conflicts of interest	
	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	97-111
102-26	Role of highest governance body in setting purpose, values, and strategy	
	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	97-111
102-27	Collective knowledge of highest governance body	
	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	97-111
102-28	Evaluating the highest governance body's performance	
	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	97-111
102-29	Identifying and managing economic, environmental, and social impacts	
	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	105-107, 120-134
102-30	Effectiveness of risk management processes	
	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	105-107, 120-134
102-31	Review of economic, environmental, and social topics	
	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	122, 129-131
102-32	Highest governance body's role in sustainability reporting	
	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	6-7, 110-111
102-33	Communicating critical concerns	
	a. Process for communicating critical concerns to the highest governance body.	97-111
102-34	Nature and total number of critical concerns	
	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	N/A
102-35	Remuneration policies	
	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.	102
102-36	Process for determining remuneration	
	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	100, 102
102-37	Stakeholders' involvement in remuneration	
	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	—

Item		Indicator	Corresponding Sections
102-38		Annual total compensation ratio	
		a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—
102-39		Percentage increase in annual total compensation ratio	
		a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—
Stakeholder engagement			
102-40	●	List of stakeholder groups	
		a. A list of stakeholder groups engaged by the organization.	6-7, 110-111
102-41	●	Collective bargaining agreements	
		a. Percentage of total employees covered by collective bargaining agreements.	157
102-42	●	Identifying and selecting stakeholders	
		a. The basis for identifying and selecting stakeholders with whom to engage.	6-7, 58, 110-111
102-43	●	Approach to stakeholder engagement	
		a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	6-7, 58-65, 110-111
102-44	●	Key topics and concerns raised	
		a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	6-7, 58-65, 110-111
Reporting practice			
102-45	●	Entities included in the consolidated financial statements	
		a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	211-212
102-46	●	Defining report content and topic Boundaries	
		a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	Cover 2
102-47	●	List of material topics	
		a. A list of the material topics identified in the process for defining report content.	6-7
102-48	●	Restatements of information	
		a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	—
102-49	●	Changes in reporting	
		a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	6-7
102-50	●	Reporting period	
		a. Reporting period for the information provided.	Cover 2
102-51	●	Date of most recent report	
		a. If applicable, the date of the most recent previous report.	—
102-52	●	Reporting cycle	
		a. Reporting cycle.	N/A
102-53	●	Contact point for questions regarding the report	
		a. The contact point for questions regarding the report or its contents.	212
102-54	●	Claims of reporting in accordance with the GRI Standards	
		a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	Cover 2, 195
102-55	●	GRI content index	
		a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	195-209

Item	Indicator	Corresponding Sections
102-56 ●	External assurance	
	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	—
Management Approach		
103-1	Explanation of the material topic and its Boundary	
	a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	6-7
103-2	The management approach and its components	
	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	6-7
103-3	Evaluation of the management approach	
	a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	6-7
Topic Specific Standards		
Economic		
Economic Performance		
201-1	Direct economic value generated and distributed	
	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	210
201-2	Financial implications and other risks and opportunities due to climate change	
	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	29-31, 129-134, 138-143

Item	Indicator	Corresponding Sections
201-3	Defined benefit plan obligations and other retirement plans	
	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	—
201-4	Financial assistance received from government	
	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	—
Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	—
202-2	Proportion of senior management hired from the local community	
	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	—
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	
	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	24-39, 129-131
203-2	Significant indirect economic impacts	
	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	—
Procurement Practices		
204-1	Proportion of spending on local suppliers	
	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	—

Item	Indicator	Corresponding Sections
Anti-corruption		
205-1	Operations assessed for risks related to corruption	
	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	—
205-2	Communication and training about anti-corruption policies and procedures	
	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	112-118
205-3	Confirmed incidents of corruption and actions taken	
	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	116
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	N/A
Environment		
Materials		
301-1	Materials used by weight or volume	
	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	139-143
301-2	Recycled input materials used	
	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	—
301-3	Reclaimed products and their packaging materials	
	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	—
Energy		
302-1	Energy consumption within the organization	
	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	139-143

Item	Indicator	Corresponding Sections
302-2	Energy consumption outside of the organization	
	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	—
302-3	Energy intensity	
	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	139-143
302-4	Reduction of energy consumption	
	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	139-143
302-5	Reductions in energy requirements of products and services	
	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	139-143
Water and Effluents		
303-1	Interactions with water as a shared resource	
	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	—
303-2	Management of water discharge-related impacts	
	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	—
303-3	Water withdrawal	
	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	—

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

Item	Indicator	Corresponding Sections
304-3	Habitats protected or restored	
	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used.	168-171
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	—
Emissions		
305-1	Direct (Scope 1) GHG emissions	
	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent. b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all. c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	139-143
305-2	Energy indirect (Scope 2) GHG emissions	
	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent. c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	139-143
305-3	Other indirect (Scope 3) GHG emissions	
	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent. b. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all. c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	—
305-4	GHG emissions intensity	
	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all.	139-143

Item	Indicator	Corresponding Sections
305-5	Reduction of GHG emissions	
	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO_2 equivalent. b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	139-143
305-6	Emissions of ozone-depleting substances (ODS)	
	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	—
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	—
Effluents and Waste		
306-1	Water discharge by quality and destination	
	a. Total volume of planned and unplanned water discharges by: i. destination; ii. quality of the water, including treatment method; iii. whether the water was reused by another organization. b. Standards, methodologies, and assumptions used.	—
306-2	Waste by type and disposal method	
	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) c. How the waste disposal method has been determined: i. Disposed of directly by the organization, or otherwise directly confirmed ii. Information provided by the waste disposal contractor iii. Organizational defaults of the waste disposal contractor	139-143

Item	Indicator	Corresponding Sections
306-3	Significant spills	
	a. Total number and total volume of recorded significant spills. b. The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization). c. Impacts of significant spills.	—
306-4	Transport of hazardous waste	
	a. Total weight for each of the following: i. Hazardous waste transported ii. Hazardous waste imported iii. Hazardous waste exported iv. Hazardous waste treated b. Percentage of hazardous waste shipped internationally. c. Standards, methodologies, and assumptions used.	139-143
306-5	Water bodies affected by water discharges and/or runoff	
	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. the size of the water body and related habitat; ii. whether the water body and related habitat is designated as a nationally or internationally protected area; iii. the biodiversity value, such as total number of protected species.	—
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	
	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	—
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	
	a. Percentage of new suppliers that were screened using environmental criteria.	—
308-2	Negative environmental impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	—
Social		
Employment		
401-1	New employee hires and employee turnover	
	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	150, 159
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	153

Item	Indicator	Corresponding Sections
401-3	Parental leave	
	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	155
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	
	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	—
Occupational Health and Safety		
403-1	Occupational health and safety management system	
	a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	—
403-2	Hazard identification, risk assessment, and incident investigation	
	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	—
403-3	Occupational health services	
	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	—
403-4	Worker participation, consultation, and communication on occupational health and safety	
	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	—
403-5	Worker training on occupational health and safety	
	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	—
403-6	Promotion of worker health	
	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	154-156
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	154-156

Item	Indicator	Corresponding Sections
403-8	Workers covered by an occupational health and safety management system	
	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	—
403-9	Work-related injuries	
	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	154-159
403-10	Work-related ill health	
	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	159
Training and Education		
404-1	Average hours of training per year per employee	
	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	152, 162
404-2	Programs for upgrading employee skills and transition assistance programs	
	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	149-153

Item	Indicator	Corresponding Sections
404-3	Percentage of employees receiving regular performance and career development reviews	
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	149-153
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	97-111, 146-158
405-2	Ratio of basic salary and remuneration of women to men	
	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	—
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	
	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	158
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	N/A
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	
	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	N/A
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	
	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	N/A
Security Practices		
410-1	Security personnel trained in human rights policies or procedures	
	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	162

Item	Indicator	Corresponding Sections
Rights of Indigenous Peoples		
411-1	Incidents of violations involving rights of indigenous peoples	
	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	N/A
Human Rights Assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	
	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	159, 162
412-2	Employee training on human rights policies or procedures	
	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	159, 162
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	
	a. Total number and percentage of significant investment agreements and contracts that includ human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	—
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	
	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.	—
413-2	Operations with significant actual and potential negative impacts on local communities	
	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	N/A
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	
	a. Percentage of new suppliers that were screened using social criteria.	—
414-2	Negative social impacts in the supply chain and actions taken	
	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	—
Public Policy		
415-1	Political contributions	
	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	—

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

Financial Review

In the consolidated financial results for fiscal year 2018, net business profit before credit costs increased by ¥11.6 billion year on year to ¥282.2 billion. The rise was mainly due to higher net fees and commissions and related profits from the stock transfer agency services business as well as asset management subsidiaries, on top of an increase in net interest income from the international business divisions of SuMi TRUST Bank. In the meantime, net income attributable to owners of the parent grew by ¥19.9 billion year on year to ¥173.8 billion.

Both net business profit before credit costs and net income attributable to owners of the parent achieved constant progress in line with the published earnings forecast.

Overview of the Financial Results in FY2018

<Consolidated> SuMi TRUST Holdings (Consolidated)

Billions of Yen (Unless specified otherwise)

	FY2018 (A)	FY2017 (B)	Change (A)–(B)	Rate of change
Net Business Profit before Credit Costs	282.2	270.5	11.6	4.3%
Ordinary Profit	256.4	232.6	23.7	10.2%
Net Income Attributable to Owners of the Parent	173.8	153.9	19.9	12.9%
Total Credit Costs	(2.9)	2.9	(5.9)	—
Return on Equity*	7.95%	7.40%	0.55%	—
Net Income per Common Shares (EPS) (Yen)	458.91	403.92	54.99	13.6%
Net Assets per Common Shares (BPS) (Yen)	7,008.67	6,897.36	111.31	1.6%

* Return on shareholders' equity = [Net income attributable to owners of the parent / (FY-start total shareholders' equity + FY-end shareholders' equity) / 2] × 100

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

Billions of Yen (Unless specified otherwise)

	FY2018 (A)	FY2017 (B)	Change (A)–(B)	Rate of change
Net Business Profit before Credit Costs	231.4	189.7	41.7	22.0%
Net Interest Income and Related Profit	172.7	176.5	(3.8)	(2.2%)
Net Fees and Commissions and Related Profit	186.3	190.2	(3.9)	(2.1%)
Net Trading Profit	27.9	10.4	17.5	168.0%
Net Other Operating Profit	80.3	49.5	30.7	62.1%
General and Administrative Expenses	(235.8)	(237.0)	1.2	(0.5%)
Net Non-recurring Profit, etc.	(22.3)	(16.7)	(5.6)	(33.4%)
Ordinary Profit	209.0	172.9	36.1	20.9%
Extraordinary Profit	(4.2)	(8.3)	4.0	(48.5%)
Net Income	148.6	117.9	30.6	26.0%
Total Credit Costs	1.9	7.0	(5.0)	—

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

<Dividends>

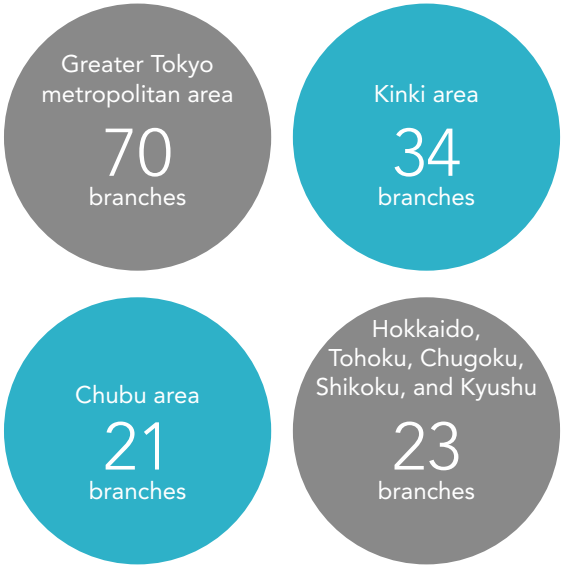
	FY2018 (A)	FY2017 (B)	Change (A)–(B)
Dividend per Share on Common Share (Yen)	140.00	130.00	10.00

Network of the SuMi Trust Group (as of December 31, 2019)

Domestic Branch Networks and Overseas Network

The Group has built a balanced network of offices focused on the Tokyo metropolitan, Kinki, and Chubu areas. In addition, SBI Sumishin Net Bank uses the Internet to cover all of Japan. The Group also has an overseas network that can provide global financial services in the loan business, asset management and administration business, as well as the consulting business, among others.

Domestic Network



Overseas Network

[U.S.]

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

[Europe]

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

[Asia/Oceania]

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

An overseas network that can provide global financial services

Basic Information of the SuMi Trust Group

Corporate Information (as of December 31, 2019)

Registered Trade Name: Sumitomo Mitsui Trust Holdings, Inc.

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

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

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

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

Capital: 261,608,725,000 Yen

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

Securities Code: 8309

Basic Information of the SuMi Trust Group

Rating Information (as of December 31, 2019)

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

* Viability Rating

Issued: March 2020

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