

Press Release - Sumitomo Mitsui Trust Asset Management Receives Gold Rating on PRIDE Index Evaluation

14th November 2025

Sumitomo Mitsui Trust Asset Management is pleased to announce that we have once again received the highest rating of Gold on the work with Pride Association's (wwP) (*1) PRIDE Index.



What is the "PRIDE Index"?

Developed by work with Pride in 2016, the PRIDE Index is Japan's first evaluation index for creating workplaces where LGBTQ+ and other sexual and gender minorities can work comfortably.

Evaluation is based on the following five perspectives:

- Policy: Action Declaration
- Representation: Community of LGBTQ+ Members
- Inspiration: Awareness & Educational Activities
- Development: HR Systems & Programmes
- Engagement/Empowerment: Social Contribution & External Activities

Points are awarded for meeting the criteria in each category, and a comprehensive evaluation determines whether an organisation receives a Gold, Silver, or Bronze rating.

Awards in FY2025

SuMi TRUST Group and multiple of its group companies received the Gold rating. The group companies include Sumitomo Mitsui Trust Group, Inc., Sumitomo Mitsui Trust Bank, Ltd., Sumitomo Mitsui Trust Asset Management Co., Ltd., Sumitomo Mitsui Trust Business Service Co., Ltd., Sumitomo Mitsui Trust Club Co., Ltd. and Sumitomo Mitsui Trust Panasonic Finance Co., Ltd.

Our Initiatives

SuMi TRUST AM is committed to continuously working towards creating an environment where all employees are able to work comfortably while respecting one another. We believe that Diversity Equality and Inclusion (DE&I) initiatives will enhance our employees' creativity and contribute to the company's mid-to-long term growth. In accordance with the Sumitomo Mitsui Trust Group Human Rights Policy, we respect the human rights

of all stakeholders involved in our corporate activities. Our policy clearly states that we will not discriminate or violate human rights based on one's sexual orientation or gender identity. In addition to the establishment of consultation services, guidelines, and HR initiatives, we continue to promote DE&I awareness through seminars and other activities. Moreover, our employees actively participate in events such as the Pride Parade at Tokyo Pride 2025, one of the largest LGBTQ+ events in Asia.

Our Commitment to Diversity, Equity & Inclusion (DE&I)

We are very pleased to have received the Gold rating, as it is testimony to the steady progress we are making.

However, more than the evaluation itself, we deeply appreciate that more and more of our employees feel they can work with peace of mind and be true to themselves. We believe that DE&I is not simply brought about by systems and frameworks but is fostered through daily interactions and relationships between people. That is why we will continue to listen carefully to each employee's voice and nurture a positive workplace environment in which anyone can thrive in.

We believe differences in gender, age, nationality, sexual orientation, gender identity, values, and experiences, all bring new perspectives and possibilities to our organisation. Furthermore, that an environment where diverse talents mutually respect and safely exchange opinions is the source of creativity and innovation, and is the foundation for sustainable growth.

Being awarded a Gold rating in the PRIDE Index is both a tangible achievement of our efforts and a new starting point to challenge ourselves further. We will continue to work as one to realise a workplace where all employees can shine in their own way, and to make a positive impact on society.

Takeshi Nakamura

Executive Officer (in charge of DE&I promotion)

Sumitomo Mitsui Trust Asset Management Co., Ltd.

(*1) wwP is a general incorporated association that helps companies and organisations deal with LGBTQ+ and promote the management with the sexual diversity in mind. The association hosts a conference on LGBTQ+ mainly for persons who take charge of human resources, human rights, diversity issues, etc. at companies and organisations once a year, operates the PRIDE Index, etc. <https://workwithpride.jp/> (Japanese text only)