



June 2, 2025

For Immediate Release

Name of Company: Sumitomo Forestry Co., Ltd.  
(Code No. 1911, Prime Market, Tokyo Stock Exchange)  
Representative: Toshiro Mitsuyoshi, President and Representative Director  
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## Notice Regarding Details of Our Employee Stock Compensation Plan

At a Sumitomo Forestry Co., Ltd. (hereinafter, Sumitomo Forestry or the Company) Board of Directors meeting held on January 31, 2025, it was resolved to introduce a stock compensation plan (hereinafter, the Plan) for our employees. The details of the trust to implement the Plan are as follows.

### 1. Outline of the trust

(1) Name	Stock Grant Trust for Employees
(2) Consignor	Sumitomo Forestry Co., Ltd.
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiary	Employees who meet the beneficiary requirements
(5) Trust administrator	A third party independent of the Company and its directors will be selected
(6) Proxy voting	The trustee shall exercise voting rights throughout the trust period in accordance with instructions from the trust manager.
(7) Type of trust	Trust of money other than “money trusts” ( <i>kinsen-shintaku</i> ) (third-party-benefit trust)
(8) Trust contract date	June 9, 2025
(9) Trust funding date	June 9, 2025
(10) Trust end date	June 31, 2031 (scheduled)

### 2. Matters concerning the acquisition of Company shares by the trustee of the trust

(1) Type of shares to be acquired	Common shares
(2) Amount of funds to be entrusted by the Company to acquire shares	4,000,000,000 yen
(3) Method to acquire shares	Acquisition through transactions on the stock exchange market