

July 13, 2023

To whom it may concern

Sumitomo Mitsui Trust Holdings, Inc

**Notice Regarding the Introduction of the DE&I Advancement Service "Cradle"**

Sumitomo Mitsui Trust Holdings, Inc. (Director, President: Toru Takakura, hereinafter "SuMi TRUST Holdings") is pleased to announce the introduction of "Cradle", an online platform for promoting Diversity, Equity, and Inclusion in the workplace, with a focus on women's health.

"Cradle" is a corporate service operated by Cradle Inc. (CEO: Mari Ozaki, also known as Sputniko!). We have recently introduced Cradle and began healthcare support for all employees of group companies and their families.

Through this service, it is now possible for employees to participate in online seminars led by DE&I key personnel and medical specialists, thereby promoting an understanding of the importance of DE&I in the workplace and deepening understanding of women's health issues such as menopause. Additionally, we have created an environment where employees can receive appropriate support with gynecological examinations, cancer screenings, and fertility treatments at medical institutions partnered with Cradle.

In addition, Sumitomo Mitsui Trust Bank, Limited, a consolidated subsidiary of SuMi TRUST Holdings, has implemented various initiatives related to health and productivity management, such as introducing a work interval system, walking events, smoking cessation initiatives, and mental health training for management.

Going forward, we will continue to provide equitable support to employees with diverse attributes and backgrounds and we will promote improvement of the well-being of our employees by creating an environment in which they can continue to demonstrate their abilities while maintaining health and happiness.

End





**Founder and CEO of Cradle Inc. Mari Ozaki (Sputniko!)**

Sputniko! was previously an Associate Professor at the MIT (Massachusetts Institute of Technology) Media Lab and a Specially Appointed Associate Professor at the University of Tokyo Graduate School. She is currently Associate Professor at the Department of Design, Faculty of Fine Arts, Tokyo University of the Arts. She has been a TED fellow since 2019 and has been selected as a Young Global leader by the World Economic Forum since 2017. She was the 11th winner of the L'Oréal-UNESCO for Women in Science Japan Special Award. Other awards include “Vogue Woman of the Year” and “100 Japanese Respected by the World”, published by Newsweek Japan. In 2019, she established Cradle Inc., assuming the position of CEO.

For further information, please contact:

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