Trust for a flourishing future
SUMITOMO MITSUI TRUST GROUP

July 30, 2026

To whom it may concern

Sumitomo Mitsui Trust Group, Inc.
(Securities Code: 8309 TSE, NSE)

# Notice regarding the Continuation and Enhancement of the Employee Incentive Plan and the Determination on matters relating to the Acquisition of Shares by the Trust

Sumitomo Mitsui Trust Group, Inc. (Director, President & CEO: Kazuya Oyama, hereinafter "SuMiTG") hereby announces that, at the meeting of the Board of Directors held today, it resolved to continue the Employee Incentive Plan of Sumitomo Mitsui Trust Bank, Limited (President: Manatomo Yoneyama, hereinafter "SuMiTB") (hereinafter the "Current Plan"; the trust established for the implementation of the Current Plan, the "Trust"). SuMiTG also resolved to introduce a performance-linked incentive plan (hereinafter the "New Plan"; the Current Plan and the New Plan, collectively, the "Plans") utilizing the Trust to grant shares based on position and performance to employees who satisfy certain prescribed requirements and contribute significantly to the enhancement of corporate value, and make an additional cash contribution to the Trust to enable the trustee to acquire additional shares of SuMiTG.

1. Purpose of the continuation of the Current Plan and the introduction of the New Plan

SuMiTG and SuMiTB introduced the Current Plan in fiscal 2022 as an incentive plan for all employees of SuMiTB with the aim of enhancing investment in human capital, recognizing employees as key drivers of the creation of social and economic value, and increasing corporate value of Sumitomo Mitsui Trust Group through contributions to customers and society and the creation of new value (*1).

SuMiTG and SuMiTB have decided to continue the Current Plan and, at the same time, introduce the New Plan for employees in managerial positions and employees with advanced professional expertise who satisfy certain prescribed requirements and are expected to drive the enhancement of corporate value of Sumitomo Mitsui Trust Group. Under the New Plan, the number of shares to be granted will be determined based on the position of each eligible employee and the performance of Sumitomo Mitsui Trust Group in accordance with newly established criteria. In addition, as with the Current Plan, the shares granted under the New Plan will be subject to transfer restrictions until the employee's retirement, thereby providing eligible employees with an incentive to work toward enhancing corporate value over the medium to long term from the same perspective as shareholders. Through these measures, SuMiTG aims to foster a sense of participation in management and ownership among eligible employees, strengthen their commitment to the execution of management strategies, encourage the further exercise of leadership in driving the organization, and thereby enhance corporate value over the medium to long term.

Furthermore, through the Plans, SuMiTG aims to improve employee engagement, promote the attraction and retention of talented individuals with diverse expertise, and enhance the human capital of Sumitomo Mitsui Trust Group that supports its sustainable growth.

(*1) For an overview of the Plan, please refer to the news release "Notice regarding the Introduction of an Incentive Plan (RS Trust) for Employees and the Determination on matters relating the Acquisition of Shares by the Trust" dated September 30, 2022.

2. Overview of the Trust

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| (1) Name | Share delivery trust for Employees |
| (2) Trustor | Sumitomo Mitsui Trust Group, Inc. |
| (3) Trustee | Sumitomo Mitsui Trust Bank, Limited<br>(Re-entrustment trustee: Custody Bank of Japan, Ltd.) |
| (4) Beneficiaries | Employees who satisfy the beneficiary requirements |
| (5) Trust Administrator | Plan to select a third party that is independent of SuMiTG, SuMiTB and officers of them |
| (6) Exercise of Voting Rights | Throughout the period of the Trust, the voting rights of the Shares held in the Trust will be exercised by the Trustee based on instructions from the Trust Administrator. |
| (7) Type of Trust | Trust of money other than "money trust (*kinsen-shintaku*)" (third-party-benefit trust) |
| (8) Date of Trust Agreement | October 11, 2022 |
| (9) Date of Additional Entrustment of Monies | August 7, 2026 (scheduled) |
| (10) Date of Trust Termination | End of March 2032 (scheduled) |

3. Matters regarding the Acquisition of the Shares by the trustee of the Trust

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| (1) Class of shares to be acquired | Common stock of SuMiTG |
| (2) Amount of funds SuMiTG entrusts for the acquisition of shares | Up to JPY 7,100,000,000- |
| (3) Total number of shares to be acquired (*2) | Up to 1,200,000 shares |
| (4) Method of the acquisitions of shares | Acquisition from the stock market (including after-hours trading) |
| (5) Term of the acquisition of shares | From August 7, 2026 to August 31, 2026 (scheduled) |

(*2) SuMiTG plans to conduct a four-for-one stock split of its common shares, effective August 1, 2026. Following the effective date of the stock split, the maximum total number of shares to be acquired is expected to be 4,800,000 shares.

End

For further information, please contact:
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