

【NEWS RELEASE】

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Sumitomo Mitsui Financial Group, Inc.

SMBC Group Receives “Gold” Awards of the PRIDE Index 2022

TOKYO, November 10, 2022 -- Sumitomo Mitsui Financial Group (“SMFG”) and nine group companies(*1) (President and Group CEO: Jun Ohta; the corporate group will hereinafter be referred to as “SMBC Group”) received “Gold,” the highest award of the PRIDE Index 2022. The index is organized by work with Pride (a Japanese voluntary association) and recognizes efforts to establish inclusive working environments for individuals identifying as LGBT or as other sexual minorities (“LGBT”). This is the fourth consecutive year for SMFG and the group companies to jointly receive the award as SMBC Group.



SMBC Group’s basic policy for promoting diversity is the Diversity and Inclusion Statement. The document clearly states that the source of SMBC Group’s competitiveness is its culture where employees of diverse backgrounds, can work together in an environment of mutual respect to realize professional fulfillment and growth. As such, we endeavor to create inclusive workplaces which all employees can feel proud being part of.

As part of such efforts, we have set up an external consultation desk to respond to various work-related consultations involving gender identity and sexual orientation. We also collaborate with other financial groups to address LGBT-related issues in manner that transcends organizational boundaries, for example by holding events aimed at creating a society and fostering a corporate culture in which each individual is equally valued. In addition, each SMBC Group company extends in-house employee benefits and welfare rules for same-sex partners.

Diversity and inclusion remain key pillars of SMBC Group’s growth strategy as we seek to create a work environment in which all employees can display their talents and reach their full potential. Through such efforts we hope to provide even greater value-added services to our customers.

[Recent efforts]

- During Pride Month (*2) in June 2022, we co-sponsored "Tokyo Rainbow Pride," one of the largest LGBT-related events in Asia, for the fourth consecutive year and set up an online booth on the event's official website. In addition, at our overseas offices we held a networking event in London for the first time, in collaboration with other Japanese financial institutions in Europe, where employee resource groups from each company

gathered.

- From July to November 2022, together with other financial groups, we held the "PRIDE Project" to learn that we all have different personalities in a fun manner. At "PRIDE Art," held as part of the Project, more than 1,200 works received from employees and their families who are stationed in and outside of Japan were lined up to depict one enormous rainbow.

(*1) Sumitomo Mitsui Financial Group, Inc.; Sumitomo Mitsui Banking Corporation; SMBC Trust Bank Ltd.; Sumitomo Mitsui Finance & Leasing Company, Limited; SMBC Nikko Securities Inc.; Sumitomo Mitsui Card Co., Ltd.; SMBC Finance Service Co., Ltd.; SMBC Consumer Finance Co., Ltd.; The Japan Research Institute, Limited.; and Sumitomo Mitsui DS Asset Management Company, Limited

(*2) A month in which activities to raise awareness of LGBT rights are held around the world.

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