

## 【NEWS RELEASE】

November 7, 2023

Sumitomo Mitsui Financial Group, Inc.

SMBC Group Receives “Gold” Award of the PRIDE Index 2023

TOKYO, November 7, 2023 -- 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 2023. The index is organized by work with Pride (General Incorporated Association). This is the fifth consecutive year for SMFG and the group companies to jointly receive the award as SMBC Group.



SMBC Group established the Diversity, Equity & Inclusion Statement as the basic policy for promoting Diversity, Equity & Inclusion (“DE&I”) as part of Group-wide efforts to create a work environment in which employees coming from diverse backgrounds respect each other and enjoy professional growth by leveraging their talents and individuality.

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 LGBTQ-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.

DE&I remains a key pillar 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 2023, we co-sponsored “PRIDE Project NEXT～ Film Screening Event” with Mizuho Financial Group, Inc. and Mitsubishi UFJ Financial Group, Inc. The purpose of this event was to deepen the understanding of employees and their families/friends regarding LGBTQ while allowing them to support the resolution of education, employment, welfare, and other social issues facing the LGBTQ community through their respective companies by declaring their desire to resolve the said social issue.

- Between March to October 2023, SMBC Group executed various initiatives to make the workplace more employee friendly. In June, we revised the existing manual by adding key points regarding SOGI harassment to establish the Harassment Prevention Guideline. In October, two online training programs were newly established for all SMBC Group employees regarding SOGI harassment. Through such efforts we aim to develop the mindset of each and every one of SMBC Group's employees to create a harassment free workplace. In addition, Sumitomo Mitsui Banking Corporation established the Same-Sex Partner Registration Guidebook.

(\*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 LGBTQ rights are held around the world.

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