

【NEWS RELEASE】

November 17, 2025

Sumitomo Mitsui Financial Group, Inc.

SMBC Group Receives “Gold” Award of the PRIDE Index 2025 for Seventh Consecutive Year

TOKYO, November 14, 2025 --- Sumitomo Mitsui Financial Group (“SMFG”) and eight group companies (*¹) (President and Group CEO: Toru Nakashima; the corporate group will hereinafter be referred to as “SMBC Group”) received “Gold,” the highest award of the PRIDE Index 2025. The index is organized by work with Pride, a General Incorporated Association based in Japan, and serves as an evaluation index for initiatives related to LGBTQ inclusion in the workplace. This is the seventh consecutive year for SMFG and the group companies to jointly receive the award as SMBC Group.



SMBC Group, home to approximately 130,000 professionals, views its people as the source of competitiveness and the driving force behind innovation. Guided by this belief, we strive to build a workplace where every individual can contribute meaningfully to our customers and society and work together with dedication to achieve shared success.

As part of such efforts, we have set up external consultation desks 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 a manner that transcends organizational boundaries—for example, by collaborating with other financial groups to hold cross-organizational events that promote a society and corporate culture where every individual is equally valued. In addition, each SMBC Group company offers in-house employee benefits and welfare rules to same-sex partners.

Looking ahead, SMBC Group will keep fostering workplaces where diverse professionals can thrive, pursue meaningful challenges, and contribute to sustainable growth and value to society.

[Recent efforts]

- During Pride Month (*²) in June 2025, we distributed a weekly newsletter across the organization highlighting LGBTQ-related initiatives and information. Through this effort, we raised awareness of the “Harassment Prevention Guideline” and the “Same-Sex Partner Registration Guidebook,” clarified the locations of consultation desks, and improved access to relevant resources. These measures aim to enhance employees’ psychological safety, provide accurate information, and offer opportunities for deeper understanding and learning.
- We continue to work with other financial groups to transcend corporate boundaries and advance

activities toward realizing a society where everyone can be themselves. To date, we have collaborated on initiatives such as producing Ally videos (FY2021), the PRIDE Project (FY2022), PRIDE film screenings (FY2023), and a talk event on sports and diversity (FY2024). This year, under the theme “Diversity Next Door,” we plan to host a joint talk event featuring speakers from the LGBTQ community.

(*¹) Sumitomo Mitsui Banking Corporation; SMBC Trust Bank Ltd.; Sumitomo Mitsui Finance & Leasing Company, Limited; SMBC Nikko Securities Inc.; Sumitomo Mitsui Card Company, Limited.; 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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