

ESG Data

Number of Employees*¹

Employee Status (Consolidated)	FY2022	FY2023	FY2024
Number of employees	18,756	19,097	19,156
Percentage of employees at overseas business locations (%)	21.7	20.3	22.7
Overseas employee ratio* ² (%)	37.7	35.5	37.0

Status of Employment of Women		FY2022	FY2023	FY2024
Domestic and overseas consolidated	Number of female employees	8,133	8,287	8,381
	Ratio of female employees (%)	43.4	43.4	43.8
	Ratio of women among regular employees hired (%)	37.5	34.2	39.6
	Number of female managers	920	1,050	1,127
	Ratio of female managers (%)	19.9	20.1	21.5
	Number of female executive officers	22	19	16
	Ratio of female executive officers (%)	8.7	6.5	5.4
Domestic consolidated	Number of women hired	1,327	1,101	1,138
	Ratio of women among employees hired (%)	54.0	51.0	52.3

SBI Group Domestic Consolidated	FY2022	FY2023	FY2024
Average years of service (men)	10.2	10.3	10.6
Average years of service (women)	8.7	9.0	9.3
Average annual salary (men)	¥7,854,752	¥7,856,678	¥8,089,771
Average annual salary (women)	¥4,820,899	¥5,011,492	¥5,224,157
Turnover rate (%)	15.4	13.6	13.0
Number using in-house recruitment	168	140	154
Annual amount of training time per employee* ²	13hr 23min	13hr 45min	10hr 30min
Number attending human rights training* ³	5,427	7,524	10,913

SBI Holdings	FY2022	FY2023	FY2024
Ratio of female managers (%)	24.7	26.1	26.0
Ratio of managers who are mid-career hires (%)	83.1	86.4	87.5
Male-female salary differential (managers, %)	69.8	72.3	70.6
Male-female salary differential (non-managers, %)	95.9	96.1	94.7
Ratio of childcare leave taken by female employees (%)	100	100	100
Ratio of childcare leave taken by male employees (%)	33.3	50.0	60.0
Total annual training expenses (yen)	¥60,781,642	¥108,738,000	¥101,033,598
Average training expenses per employee (yen)	¥239,298	¥329,509	¥281,430
Average monthly overtime working hours	17hr 1min	14hr 8min	14hr 3min
Ratio of annual paid leave taken (%)	75.6	75.6	71.6

*1 Figures for each fiscal year may not be continuous due to changes in calculation methods, M&A, etc.

*2 Excluding SBI Shinsei Bank Group.

*3 SBI Holdings and 20 major Group companies (including SBI Shinsei Bank Group, SBI SECURITIES, SBI MONEYPLAZA, SBI Insurance Group, SBI Liquidity Market, and SBI FXTRADE).

*4 Aggregate scope: Disclose emissions at the domestic facilities of SBI Holdings and its major Group companies. Disclosures respectively cover Scope 1 (direct emissions from using fossil fuels, etc.), Scope 2 (indirect emissions from using purchased power and heat), and Scope 3 (emissions from other parties related to the business activities of the business under review) as defined by the GHG Protocol.

Environment

		FY2022	FY2023	FY2024
Change in GHG Emissions (t-CO ₂)* ^{4,5}	Scope 1	1,482	1,206	1,071
	Scope 2	12,030	10,367	9,797
	Total	13,512	11,573	10,868
	Scope 3	1,286	5,496	5,921
Cumulative number of SDG bond issuances supported by SBI SECURITIES* ⁶		42	45	54
Cumulative amount of SDG bond issuances supported by SBI SECURITIES (billion yen)* ⁶		13.8	17.3	31.5
Amount of sustainable finance originated by the SBI Shinsei Bank Group (billion yen)		451.3	939.6	1,263.2

Contribution to Society

	FY2022	FY2023	FY2024
Cumulative assistance by the SBI Children's Hope Foundation	Approx. ¥1.17 billion	Approx. ¥1.21 billion	Approx. ¥1.25 billion
SBI Graduate School alumni (cumulative total)	479	576	694

Corporate Governance

SBI Holdings	FY2022	FY2023	FY2024
Number of Directors	14	15	15
Number of Independent Outside Directors	7	7	7
Ratio of Independent Outside Directors (%)	50.0	46.7	46.7
Number of female Directors	2	2	2
Ratio of female Directors (%)	14.3	13.3	13.3
Number of Statutory Auditors (Outside Statutory Auditors)	4(2)	4(2)	4(2)
Number of members of Management Advisory Committee (Independent Outside Directors)	8(7)	8(7)	8(7)
Average age of Directors	54.5	55.4	56.3
Attendance rate at Board of Directors' meetings (%)	98.9	97.3	99.6
Average attendance rate at Board of Directors' meetings for Independent Outside Directors (%)	100	96.4	100
Average attendance rate at Board of Directors' meetings for Outside Statutory Auditors (%)	96	93.3	100
Average attendance rate at Board of Statutory Auditors' meetings for Outside Statutory Auditors (%)	97	100	100

Compliance

	FY2022	FY2023	FY2024
Number of reports received at contact points for whistleblowing* ^{7, 8}	22	17	27

*5 Scope 3 covers business travel (Category 6) and employees' commutation (Category 7). SBI Shinsei Bank Group has been included from FY2023.

*6 Values disclosed are as of June 30 from 2023 to 2025.

*7 Number of reports received at a contact point for whistleblowing, either common to the Group or at individual Group companies (domestic companies that are consolidated subsidiaries and either listed on a stock exchange or have 1,000 or more employees).

*8 Simple total of reports received at individual companies or contact points. Also includes the above-mentioned cases for consultation with a corresponding contact point where there is a separate "contact point for harassment."