



Employees

◆ SMBC

March 31	2017	2018	2019
Number of employees ^{*1}	27,904	27,935	27,154
Male	13,261	12,989	12,471
Percentage of total	47.52%	46.50%	45.93%
Female	14,643	14,946	14,683
Percentage of total	52.48%	53.50%	54.07%
Average age	37 yrs 1 mos.	37 yrs 1 mos.	37 yrs 5 mos.
Male	40 yrs 7 mos.	40 yrs 5 mos.	40 yrs 4 mos.
Female	33 yrs 11 mos.	34 yrs 2 mos.	34 yrs 10 mos.
Average years of service	13 yrs 0 mos.	13 yrs 1 mos.	13 yrs 6 mos.
Male	15 yrs 9 mos.	15 yrs 10 mos.	15 yrs 11 mos.
Female	10 yrs 5 mos.	10 yrs 9 mos.	11 yrs 4 mos.
Number of women in managerial positions	911	1,022	1,164
Ratio of employees with disabilities (% of total) ^{*2}	2.28%	2.38%	2.47%

*1 The number of full-time employees, including employees seconded to other companies and organizations. The following list of employees is deducted from the total number of employees: executive officers, employees on short-term contracts, part-time employees, employees of temporary employment agencies, and locally hired employees at overseas branches.

*2 As of March 1 of respective years

April 1	2017	2018	2019
Number of new hires	1,347	803	667
Number of newly employed female graduates	842	372	269
Ratio of newly employed females to total new employees	62.5%	46.3%	40.3%

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*3}	2,183	2,217	2,370
<Men taking such leave>	<332>	<223>	<316>
Number of career hires ^{*3}	115	32	16

*3 Retroactive revisions have been made to previous fiscal years due to change in definition.

◆ SMBC Trust Bank

March 31	2017	2018	2019
Number of employees ^{*1}	1,930	1,937	1,985
Male	875	907	948
Percentage of total	45.34%	46.82%	47.76%
Female	1,055	1,030	1,037
Percentage of total	54.66%	53.18%	52.24%
Average age	41 yrs 1 mos.	42 yrs 5 mos.	44 yrs 7 mos.
Male	44 yrs 5 mos.	44 yrs 4 mos.	46 yrs 11 mos.
Female	40 yrs 2 mos.	40 yrs 9 mos.	41 yrs 4 mos.
Average years of service	8 yrs 7 mos.	9 yrs 1 mos.	7 yrs 3 mos.
Male	8 yrs 7 mos.	8 yrs 6 mos.	6 yrs 3 mos.
Female	8 yrs 11 mos.	9 yrs 7 mos.	8 yrs 2 mos.
Number of women in managerial positions	97	90	95
Ratio of employees with disabilities (% of total) ^{*2}	1.87%	1.96%	2.51%

*1 The number of full-time employees, including employees seconded to other companies and organizations. The number excludes employees seconded from other companies and organizations, directors, employees on short-term contracts, part-time employees, and employees of temporary employment agencies.

*2 The legally mandated number of employees with disabilities had been hired as of March 31, 2019.

April 1	2017	2018	2019
Number of new hires	56	54	44
Number of newly employed female graduates	26	28	18
Ratio of newly employed females to total new employees	46.4%	51.9%	40.9%

Fiscal	2016	2017	2018
Number of employees taking parental leave	95	94	95
<Men taking such leave>	<1>	<1>	<33>
Number of career hires ^{*3}	208	35	28

*3 Retroactive revisions have been made to previous fiscal years due to change in definition.

◆ Sumitomo Mitsui Finance and Leasing

March 31	2017	2018	2019
Number of employees ^{*1,2}	1,678	1,683	2,434
Male	1,067	1,072	1,581
Percentage of total	63.59%	63.70%	64.95%
Female	611	611	853
Percentage of total	36.41%	36.30%	35.05%
Average age ^{*2}	40 yrs 2 mos.	40 yrs 6 mos.	40 yrs 7 mos.
Male	42 yrs 2 mos.	42 yrs 5 mos.	42 yrs 8 mos.
Female	36 yrs 7 mos.	37 yrs 1 mos.	37 yrs 2 mos.
Average years of service ^{*2}	14 yrs 10 mos.	15 yrs 0 mos.	15 yrs 0 mos.
Male	16 yrs 8 mos.	16 yrs 10 mos.	16 yrs 11 mos.
Female	11 yrs 5 mos.	11 yrs 11 mos.	11 yrs 10 mos.
Number of women in managerial positions	19	20	26
Ratio of employees with disabilities (% of total) ^{*2,3}	2.23%	2.18%	2.05%

*1 The number of full-time employees, including employees seconded to other companies and organizations. The following list of employees is deducted from the total number of employees: employees seconded from other companies and organizations, executive officers, employees on short-term contracts, part-time employees, employees of temporary employment agencies, and full-time employees of affiliates (including overseas subsidiaries).

*2 Retroactive revisions have been made to previous fiscal years due to change in definition.

*3 As of March 1 of respective years

April 1	2017	2018	2019
Number of new hires ^{*4}	49	56	76
Number of newly employed female graduates ^{*4}	25	28	43
Ratio of newly employed females to total new employees ^{*4}	51.0%	50.0%	56.6%

*4 Retroactive revisions have been made to previous fiscal years due to change in definition.

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*5}	81	69	44
<Men taking such leave>	<48>	<35>	<17>
Number of career hires	10	7	16

*5 Retroactive revisions have been made to previous fiscal years due to change in definition.

◆ SMBC Nikko Securities

March 31	2017	2018	2019
Number of employees ^{*1,2}	8,705	10,678	10,394
Male	5,283	6,579	6,411
Percentage of total	60.69%	61.61%	61.68%
Female	3,422	4,099	3,983
Percentage of total	39.31%	38.39%	38.32%
Average age ^{*2}	40 yrs 1 mos.	40 yrs 0 mos.	40 yrs 7 mos.
Male	41 yrs 3 mos.	41 yrs 4 mos.	41 yrs 9 mos.
Female	38 yrs 4 mos.	37 yrs 11 mos.	38 yrs 8 mos.
Average years of service ^{*2,3}	13 yrs 11 mos.	11 yrs 10 mos.	12 yrs 6 mos.
Male	14 yrs 7 mos.	12 yrs 1 mos.	12 yrs 8 mos.
Female	13 yrs 0 mos.	11 yrs 5 mos.	12 yrs 3 mos.
Number of women in managerial positions	154	166	171
Ratio of employees with disabilities (% of total) ^{*4}	2.25%	2.16%	2.38%

*1 Excluding executive officers, part-time employees, dispatched employees, locally hired employees (LH) at overseas branches

*2 Retroactive revisions have been made to previous fiscal years due to change in definition.

*3 The average years of service of applicable employees. Years of service for employees joined through the merger with SMBC Friend Securities are counted from the date of the merger.

*4 As of March 1 of respective years

April 1	2017	2018	2019
Number of new hires	516	354	325
Number of newly employed female graduates	285	133	114
Ratio of newly employed females to total new employees	55.2%	37.6%	35.1%

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*5}	303	399	409
<Men taking such leave>	<18>	<62>	<64>

*5 Retroactive revisions have been made to previous fiscal years due to change in definition.

Note: The merger with SMBC Friend Securities was conducted in January 2018.

◆ Sumitomo Mitsui Card

March 31	2017	2018	2019
Number of employees ^{*1}	2,439	2,482	2,495
Male	1,140	1,151	1,141
Percentage of total	46.74%	46.37%	45.73%
Female	1,299	1,331	1,354
Percentage of total	53.26%	53.63%	54.27%
Average age ^{*1}	38 yrs 9 mos.	39 yrs 0 mos.	39 yrs 6 mos.
Male	40 yrs 9 mos.	41 yrs 0 mos.	41 yrs 5 mos.
Female	36 yrs 11 mos.	37 yrs 4 mos.	37 yrs 10 mos.
Average years of service ^{*1}	14 yrs 5 mos.	14 yrs 8 mos.	15 yrs 0 mos.
Male	15 yrs 8 mos.	15 yrs 11 mos.	16 yrs 2 mos.
Female	13 yrs 4 mos.	13 yrs 8 mos.	14 yrs 0 mos.
Number of women in managerial positions ^{*2}	40	48	89
Ratio of employees with disabilities (% of total) ^{*3}	2.32%	2.32%	2.45%

^{*1} The number of full-time employees. This excludes directors, consultants, advisors, part-time employees, specialist contract employees, affiliated company employees (including employees seconded from other companies and organizations), and locally hired employees at overseas branches. Retroactive revisions have been made to previous fiscal years due to change in definition.

^{*2} Total of group managers, vice presidents, and assistant vice presidents

^{*3} Computed based on single month of March

April 1	2017	2018	2019
Number of new hires	86	69	54
Number of newly employed female graduates	46	42	28
Ratio of newly employed females to total new employees	53.5%	60.9%	51.9%

Fiscal	2016	2017	2018
Number of employees taking parental leave	172	187	202
<Men taking such leave>	<19>	<29>	<33>
Number of career hires ^{*4}	21	22	16

^{*4} Retroactive revisions have been made to previous fiscal years due to change in calculation methodology.

◆ Cedyna

March 31	2017	2018	2019
Number of employees ^{*1}	3,389	3,425	3,349
Male	1,998	1,971	1,897
Percentage of total	58.96%	57.55%	56.64%
Female	1,391	1,454	1,452
Percentage of total	41.04%	42.45%	43.36%
Average age	42 yrs 1 mos.	42 yrs 8 mos.	43 yrs 0 mos.
Male	44 yrs 6 mos.	44 yrs 10 mos.	45 yrs 2 mos.
Female	38 yrs 8 mos.	39 yrs 7 mos.	40 yrs 2 mos.
Average years of service	18 yrs 0 mos.	18 yrs 2 mos.	18 yrs 6 mos.
Male	20 yrs 2 mos.	20 yrs 6 mos.	20 yrs 9 mos.
Female	14 yrs 11 mos.	15 yrs 1 mos.	15 yrs 7 mos.
Number of women in managerial positions	62	75	88
Ratio of employees with disabilities (% of total) ^{*2}	2.14%	2.39%	2.32%

^{*1} Excluding employees seconded from other companies, employees on short-term contracts and part-time employees

^{*2} As of March 1 of respective years

April 1	2017	2018	2019
Number of new hires	58	60	51
Number of newly employed female graduates	23	38	25
Ratio of newly employed females to total new employees	39.7%	63.3%	49.0%

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*3}	137	136	180
<Men taking such leave>	<2>	<3>	<32>
Number of career hires	0	0	0

^{*3} Including employees on short-term childcare leave. Retroactive revisions have been made to previous fiscal years due to change in calculation methodology.

◆ SMBC Consumer Finance

March 31	2017	2018	2019
Number of employees ^{*1,2}	2,078	2,134	2,263
Male	1,366	1,386	1,425
Percentage of total	65.74%	64.95%	62.97%
Female	712	748	838
Percentage of total	34.26%	35.05%	37.03%
Average age ^{*2}	40 yrs 5 mos.	41 yrs 0 mos.	41 yrs 2 mos.
Male	42 yrs 1 mos.	42 yrs 7 mos.	42 yrs 8 mos.
Female	37 yrs 5 mos.	38 yrs 1 mos.	38 yrs 8 mos.
Average years of service ^{*2}	16 yrs 4 mos.	16 yrs 8 mos.	16 yrs 4 mos.
Male	18 yrs 2 mos.	18 yrs 7 mos.	18 yrs 1 mos.
Female	12 yrs 10 mos.	13 yrs 3 mos.	13 yrs 6 mos.
Number of women in managerial positions	96	112	118
Ratio of employees with disabilities (% of total) ^{*3}	2.23%	2.32%	2.43%

^{*1} The number of full-time employees on a non-consolidated basis, including employees seconded to other companies and organizations. The following list of employees is deducted from the total number of employees: employees seconded from other companies, locally hired employees at overseas branches, executive officers, contract employees, part-time employees, and employees of temporary employment agencies.

^{*2} Retroactive revisions have been made to previous fiscal years due to change in definition.

^{*3} As of March 31 of respective years

April 1	2017	2018	2019
Number of new hires	49	55	48
Number of newly employed female graduates	27	24	24
Ratio of newly employed females to total new employees	55.1%	43.6%	50.0%

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*4}	75	63	53
<Men taking such leave>	<0>	<3>	<3>
Number of career hires	1	1	1

^{*4} Including employees who retired during the fiscal year. Retroactive revisions have been made to previous fiscal years due to change in definition.

◆ Japan Research Institute

March 31	2017	2018	2019
Number of employees ^{*1,2}	2,296	2,357	2,427
Male	1,677	1,710	1,773
Percentage of total	73.04%	72.55%	73.05%
Female	619	647	654
Percentage of total	26.96%	27.45%	26.95%
Average age ^{*2}	40 yrs 6 mos.	40 yrs 6 mos.	40 yrs 9 mos.
Male	41 yrs 3 mos.	41 yrs 4 mos.	41 yrs 6 mos.
Female	38 yrs 5 mos.	38 yrs 6 mos.	38 yrs 10 mos.
Average years of service ^{*2}	12 yrs 3 mos.	12 yrs 6 mos.	12 yrs 8 mos.
Male	12 yrs 7 mos.	12 yrs 10 mos.	13 yrs 1 mos.
Female	11 yrs 5 mos.	11 yrs 7 mos.	11 yrs 10 mos.
Ratio of employees with disabilities (% of total) ^{*3}	2.68%	2.40%	2.27%

^{*1} The number of full-time employees, including employees seconded to other companies and organizations. The following list of employees is deducted from the total number of employees: executive officers, consultants, advisors, employees on short-term contracts, part-time employees, employees of temporary employment agencies, locally hired employees at overseas branches, and full-time employees of affiliates.

^{*2} Retroactive revisions have been made to previous fiscal years due to change in definition.

^{*3} As of March 31 of respective years

April 1	2017	2018	2019
Number of new hires	103	105	110
Number of newly employed female graduates ^{*4}	32	32	30
Ratio of newly employed females to total new employees	31.1%	30.5%	27.3%

^{*4} Including only *Sogashoku* employees. *Ippanshoku* employees are excluded.

Fiscal	2016	2017	2018
Number of employees taking parental leave	69	64	75
<Men taking such leave>	<24>	<21>	<30>
Number of career hires ^{*5}	32	33	46

^{*5} Excluding employees of temporary employment agencies converted to direct employees and former bank employees transferred to the company

◆ Sumitomo Mitsui Asset Management

March 31	2017	2018	2019
Number of employees ^{*1,2}	538	551	552
Male	382	388	386
Percentage of total	71.00%	70.42%	69.93%
Female	156	163	166
Percentage of total	29.00%	29.58%	30.07%
Average age ^{*2}	43 yrs 10 mos.	44 yrs 1 mos.	44 yrs 7 mos.
Male	45 yrs 6 mos.	45 yrs 10 mos.	46 yrs 3 mos.
Female	39 yrs 7 mos.	39 yrs 10 mos.	40 yrs 6 mos.
Average years of service ^{*2,3}	7 yrs 11 mos.	8 yrs 5 mos.	9 yrs 3 mos.
Male	8 yrs 4 mos.	8 yrs 10 mos.	9 yrs 9 mos.
Female	6 yrs 11 mos.	7 yrs 5 mos.	8 yrs 2 mos.
Number of women in managerial positions	8	10	9

*1 The number of full-time employees. The following list of employees is deducted from the total number of employees: executive officers, employees of temporary employment agencies, and locally hired employees at overseas branches.

*2 Retroactive revisions have been made to previous fiscal years due to change in definition.

*3 New employees joining due to mergers are calculated based on the merger date.

April 1	2017	2018	2019
Number of new hires	10	11	15
Number of newly employed female graduates	5	5	6
Ratio of newly employed females to total new employees	50.0%	45.5%	40.0%

Fiscal	2016	2017	2018
Number of employees taking parental leave ^{*4}	19	11	10
<Men taking such leave>	<0>	<1>	<0>
Number of career hires ^{*4}	24	32	15

*4 Retroactive revisions have been made to previous fiscal years due to change in definition.

◆ Daiwa SB Investments

March 31	2017	2018	2019
Number of employees ^{*1}	307	316	322
Male	239	245	245
Percentage of total	77.85%	77.53%	76.09%
Female	68	71	77
Percentage of total	22.15%	22.47%	23.91%
Average age	44 yrs 4 mos.	44 yrs 9 mos.	45 yrs 1 mos.
Male	45 yrs 5 mos.	45 yrs 8 mos.	45 yrs 10 mos.
Female	40 yrs 9 mos.	41 yrs 6 mos.	42 yrs 9 mos.
Average years of service	14 yrs 10 mos.	15 yrs 9 mos.	15 yrs 10 mos.
Male	15 yrs 10 mos.	16 yrs 3 mos.	17 yrs 1 mos.
Female	11 yrs 3 mos.	11 yrs 11 mos.	11 yrs 11 mos.
Number of women in managerial positions	0	0	0
Ratio of employees with disabilities (% of total)	0.98%	0.95%	1.56%

*1 The number of full-time employees. The following list of employees is deducted from the total number of employees: executive officers, employees of temporary employment agencies, and locally hired employees at overseas branches.

April 1	2017	2018	2019
Number of new hires	4	6	—
Number of newly employed female graduates	1	1	—
Ratio of newly employed females to total new employees	25.0%	16.7%	—

Fiscal	2016	2017	2018
Number of employees taking parental leave	8	5	10
<Men taking such leave>	<6>	<1>	<7>
Number of career hires	7	13	6