



Employees

◆ SMBC

March 31	2018	2019	2020
Number of employees ¹	27,935	27,154	26,457
Male	12,989	12,471	12,021
Percentage of total	46.50%	45.93%	45.44%
Female	14,946	14,683	14,436
Percentage of total	53.50%	54.07%	54.56%
Average age	37 yrs 1 mos.	37 yrs 5 mos.	37 yrs 9 mos.
Male	40 yrs 5 mos.	40 yrs 4 mos.	40 yrs 3 mos.
Female	34 yrs 2 mos.	34 yrs 10 mos.	35 yrs 8 mos.
Average years of service	13 yrs 1 mos.	13 yrs 6 mos.	13 yrs 11 mos.
Male	15 yrs 10 mos.	15 yrs 11 mos.	16 yrs 0 mos.
Female	10 yrs 9 mos.	11 yrs 4 mos.	12 yrs 1 mos.
Number of women in managerial positions ²	696	804	824
Ratio of employees with disabilities (% of total) ³	2.38%	2.47%	2.65%

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

³ As of March 1 of respective years

April 1	2018	2019	2020
Number of new hires	803	667	622
Number of newly employed female graduates	372	269	201
Ratio of newly employed females to total new employees	46.3%	40.3%	32.3%

Fiscal	2017	2018	2019
Number of employees taking parental leave <Men taking such leave>	2,217 <223>	2,370 <316>	2,948 <838>
Number of career hires	32	16	25

◆ SMBC Trust Bank

March 31	2018	2019	2020
Number of employees ¹	1,937	1,985	2,084
Male	907	948	987
Percentage of total	46.82%	47.76%	47.36%
Female	1,030	1,037	1,097
Percentage of total	53.18%	52.24%	52.64%
Average age	42 yrs 5 mos.	44 yrs 7 mos.	44 yrs 3 mos.
Male	44 yrs 4 mos.	46 yrs 11 mos.	46 yrs 3 mos.
Female	40 yrs 9 mos.	41 yrs 4 mos.	42 yrs 5 mos.
Average years of service	9 yrs 1 mos.	7 yrs 3 mos.	9 yrs 0 mos.
Male	8 yrs 6 mos.	6 yrs 3 mos.	7 yrs 9 mos.
Female	9 yrs 7 mos.	8 yrs 2 mos.	10 yrs 1 mos.
Number of women in managerial positions	90	95	84
Ratio of employees with disabilities (% of total) ²	1.96%	2.51%	2.31%

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, 2020.

April 1	2018	2019	2020
Number of new hires	54	44	52
Number of newly employed female graduates	28	18	16
Ratio of newly employed females to total new employees	51.9%	40.9%	30.8%

Fiscal	2017	2018	2019
Number of employees taking parental leave <Men taking such leave>	94 <1>	95 <33>	117 <25>
Number of career hires	35	28	25

◆ Sumitomo Mitsui Finance and Leasing

March 31	2018	2019	2020
Number of employees ¹	1,683	2,434	2,448
Male	1,072	1,581	1,590
Percentage of total	63.70%	64.95%	64.95%
Female	611	853	858
Percentage of total	36.30%	35.05%	35.05%
Average age	40 yrs 6 mos.	40 yrs 7 mos.	42 yrs 2 mos.
Male	42 yrs 5 mos.	42 yrs 8 mos.	43 yrs 8 mos.
Female	37 yrs 1 mos.	37 yrs 2 mos.	39 yrs 2 mos.
Average years of service	15 yrs 0 mos.	15 yrs 0 mos.	15 yrs 0 mos.
Male	16 yrs 10 mos.	16 yrs 11 mos.	16 yrs 3 mos.
Female	11 yrs 11 mos.	11 yrs 10 mos.	12 yrs 6 mos.
Number of women in managerial positions ²	19	36	38
Ratio of employees with disabilities (% of total) ³	2.18%	2.05%	1.80%

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	2018	2019	2020
Number of new hires	56	76	81
Number of newly employed female graduates	28	43	33
Ratio of newly employed females to total new employees ⁴	50.0%	56.6%	40.7%

Fiscal	2017	2018	2019
Number of employees taking parental leave <Men taking such leave>	69 <35>	44 <17>	48 <9>
Number of career hires	7	16	18

◆ SMBC Nikko Securities

March 31	2018	2019	2020
Number of employees ¹	10,678	10,394	10,187
Male	6,579	6,411	6,330
Percentage of total	61.61%	61.68%	62.14%
Female	4,099	3,983	3,857
Percentage of total	38.39%	38.32%	37.86%
Average age	40 yrs 0 mos.	40 yrs 7 mos.	41 yrs 4 mos.
Male	41 yrs 4 mos.	41 yrs 9 mos.	42 yrs 5 mos.
Female	37 yrs 11 mos.	38 yrs 8 mos.	39 yrs 7 mos.
Average years of service ²	11 yrs 10 mos.	12 yrs 6 mos.	13 yrs 3 mos.
Male	12 yrs 1 mos.	12 yrs 8 mos.	13 yrs 4 mos.
Female	11 yrs 5 mos.	12 yrs 3 mos.	13 yrs 2 mos.
Number of women in managerial positions	166	171	178
Ratio of employees with disabilities (% of total) ³	2.16%	2.38%	2.49%

¹ Excluding employees seconded to other companies, executive officers, part-time employees, dispatched employees, locally hired employees (LH) at overseas branches

² 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.

³ As of March 31 of respective years

April 1	2018	2019	2020
Number of new hires	354	325	341
Number of newly employed female graduates	133	114	118
Ratio of newly employed females to total new employees	37.6%	35.1%	34.6%

Fiscal	2017	2018	2019
Number of employees taking parental leave <Men taking such leave>	399 <62>	409 <64>	446 <101>
Number of career hires	89	59	56

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

◆ Sumitomo Mitsui Card

March 31	2018	2019	2020
Number of employees ¹	2,482	2,495	2,533
Male	1,151	1,141	1,159
Percentage of total	46.37%	45.73%	45.76%
Female	1,331	1,354	1,374
Percentage of total	53.63%	54.27%	54.24%
Average age	39 yrs 0 mos.	39 yrs 6 mos.	39 yrs 11 mos.
Male	41 yrs 0 mos.	41 yrs 5 mos.	41 yrs 9 mos.
Female	37 yrs 4 mos.	37 yrs 10 mos.	38 yrs 4 mos.
Average years of service	14 yrs 8 mos.	15 yrs 0 mos.	15 yrs 3 mos.
Male	15 yrs 11 mos.	16 yrs 2 mos.	16 yrs 3 mos.
Female	13 yrs 8 mos.	14 yrs 0 mos.	14 yrs 5 mos.
Number of women in managerial positions ²	5	17	23
Ratio of employees with disabilities (% of total) ³	2.32%	2.45%	2.68%

*1 The number of full-time employees. This excludes directors, consultants, advisors, part-time employees, specialist contract employees, and affiliated company employees (including employees seconded from other companies and organizations).

*2 Retroactive revisions have been made to previous fiscal years due to change in definition. Total of number of managers ranked section manager or above (division managers, group managers, and area work L rank managers)

*3 Computed based on single month of March

April 1	2018	2019	2020
Number of new hires	69	54	78
Number of newly employed female graduates	42	28	36
Ratio of newly employed females to total new employees	60.9%	51.9%	46.2%

Fiscal	2017	2018	2019
Number of employees taking parental leave	187	202	218
<Men taking such leave>	<29>	<33>	<36>
Number of career hires	22	16	48

◆ Cedynd

March 31	2018	2019	2020
Number of employees ¹	3,425	3,349	3,252
Male	1,971	1,897	1,820
Percentage of total	57.55%	56.64%	55.97%
Female	1,454	1,452	1,432
Percentage of total	42.45%	43.36%	44.03%
Average age	42 yrs 8 mos.	43 yrs 0 mos.	43 yrs 5 mos.
Male	44 yrs 10 mos.	45 yrs 2 mos.	45 yrs 6 mos.
Female	39 yrs 7 mos.	40 yrs 2 mos.	40 yrs 11 mos.
Average years of service	18 yrs 2 mos.	18 yrs 6 mos.	19 yrs 0 mos.
Male	20 yrs 6 mos.	20 yrs 9 mos.	21 yrs 1 mos.
Female	15 yrs 1 mos.	15 yrs 7 mos.	16 yrs 3 mos.
Number of women in managerial positions	75	88	94
Ratio of employees with disabilities (% of total) ²	2.39%	2.32%	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	2018	2019	2020
Number of new hires	60	51	53
Number of newly employed female graduates	38	25	32
Ratio of newly employed females to total new employees	63.3%	49.0%	60.4%

Fiscal	2017	2018	2019
Number of employees taking parental leave ³	136	180	135
<Men taking such leave>	<3>	<32>	<35>
Number of career hires	0	0	0

*3 Including employees on short-term childcare leave.

Note: Cedynd Financial Corporation and SMBC Finance Service Co., Ltd., were merged on July 1, 2020.

◆ SMBC Consumer Finance

March 31	2018	2019	2020
Number of employees ¹	2,134	2,263	2,475
Male	1,386	1,425	1,454
Percentage of total	64.95%	62.97%	58.75%
Female	748	838	1,021
Percentage of total	35.05%	37.03%	41.25%
Average age	41 yrs 0 mos.	41 yrs 2 mos.	41 yrs 8 mos.
Male	42 yrs 7 mos.	42 yrs 8 mos.	43 yrs 1 mos.
Female	38 yrs 1 mos.	38 yrs 8 mos.	39 yrs 7 mos.
Average years of service	16 yrs 8 mos.	16 yrs 4 mos.	16 yrs 1 mos.
Male	18 yrs 7 mos.	18 yrs 1 mos.	18 yrs 1 mos.
Female	13 yrs 3 mos.	13 yrs 6 mos.	13 yrs 2 mos.
Number of women in managerial positions	112	118	126
Ratio of employees with disabilities (% of total) ²	2.32%	2.43%	3.00%

*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 As of March 31 of respective years

April 1	2018	2019	2020
Number of new hires	55	48	57
Number of newly employed female graduates	24	24	37
Ratio of newly employed females to total new employees	43.6%	50.0%	64.9%

Fiscal	2017	2018	2019
Number of employees taking parental leave ³	59	58	85
<Men taking such leave>	<3>	<3>	<7>
Number of career hires	1	1	0

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

◆ Japan Research Institute

March 31	2018	2019	2020
Number of employees ¹	2,357	2,427	2,510
Male	1,710	1,773	1,841
Percentage of total	72.55%	73.05%	73.35%
Female	647	654	669
Percentage of total	27.45%	26.95%	26.65%
Average age	40 yrs 6 mos.	40 yrs 9 mos.	41 yrs 1 mos.
Male	41 yrs 4 mos.	41 yrs 6 mos.	41 yrs 8 mos.
Female	38 yrs 6 mos.	38 yrs 10 mos.	39 yrs 3 mos.
Average years of service	12 yrs 6 mos.	12 yrs 8 mos.	12 yrs 10 mos.
Male	12 yrs 10 mos.	13 yrs 1 mos.	13 yrs 3 mos.
Female	11 yrs 7 mos.	11 yrs 10 mos.	11 yrs 8 mos.
Ratio of employees with disabilities (% of total) ²	2.40%	2.27%	2.23%

*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 As of March 31 of respective years

April 1	2018	2019	2020
Number of new hires	105	110	119
Number of newly employed female graduates ³	32	30	35
Ratio of newly employed females to total new employees	30.5%	27.3%	29.4%

*3 Including only *Sogoshoku* employees. *Ippanshoku* employees are excluded.

Fiscal	2017	2018	2019
Number of employees taking parental leave	64	75	84
<Men taking such leave>	<21>	<30>	<35>
Number of career hires ⁴	33	46	60

*4 Excluding employees of temporary employment agencies converted to direct employees and former bank employees transferred to the company

◆ Sumitomo Mitsui DS Asset Management

March 31	2018	2019	2020
Number of employees ^{*1}	551	552	845
Male	388	386	614
Percentage of total	70.42%	69.93%	72.66%
Female	163	166	231
Percentage of total	29.58%	30.07%	27.34%
Average age	44 yrs 1 mos.	44 yrs 7 mos.	45 yrs 11 mos.
Male	45 yrs 10 mos.	46 yrs 3 mos.	47 yrs 5 mos.
Female	39 yrs 10 mos.	40 yrs 6 mos.	42 yrs 0 mos.
Average years of service	8 yrs 5 mos.	9 yrs 3 mos.	15 yrs 3 mos.
Male	8 yrs 10 mos.	9 yrs 9 mos.	16 yrs 6 mos.
Female	7 yrs 5 mos.	8 yrs 2 mos.	11 yrs 8 mos.
Number of women in managerial positions	10	9	11

*1 The number of full-time employees. This excludes directors, dispatched employees, and locally hired employees at overseas branches.

Note: Figures for March 31, 2018 and 2019, include those for the former Sumitomo Mitsui Asset Management Company, Limited.

April 1	2018	2019	2020
Number of new hires	11	15	12
Number of newly employed female graduates	5	6	6
Ratio of newly employed females to total new employees	45.5%	40.0%	50.0%

Note: Figures for April 2018 and April 2019 include those for the former Sumitomo Mitsui Asset Management Company, Limited.

Fiscal	2017	2018	2019
Number of employees taking parental leave	11	10	19
<Men taking such leave>	<1>	<0>	<8>
Number of career hires	32	15	2

Note: Figures for fiscal 2017 and fiscal 2018 include those for the former Sumitomo Mitsui Asset Management Company, Limited.

Note: In April 2019, Sumitomo Mitsui DS Asset Management Company, Limited, was formed through the merger of Sumitomo Mitsui Asset Management Company, Limited, and Daiwa SB Investments Ltd.