



Employees

◆ SMBC

March 31	2019	2020	2021
Number of employees ¹	27,154	26,457	26,229
Male	12,471	12,021	11,879
Percentage of total	45.93%	45.44%	45.29%
Female	14,683	14,436	14,350
Percentage of total	54.07%	54.56%	54.71%
Average age	37 yrs 5 mos.	37 yrs 9 mos.	38 yrs 4 mos.
Male	40 yrs 4 mos.	40 yrs 3 mos.	40 yrs 6 mos.
Female	34 yrs 10 mos.	35 yrs 8 mos.	36 yrs 6 mos.
Average years of service	13 yrs 6 mos.	13 yrs 11 mos.	14 yrs 5 mos.
Male	15 yrs 11 mos.	16 yrs 0 mos.	16 yrs 3 mos.
Female	11 yrs 4 mos.	12 yrs 1 mos.	13 yrs 0 mos.
Number of women in managerial positions ²	804	824	837
Ratio of employees with disabilities (% of total)	2.47%	2.65%	2.70%

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	2019	2020	2021
Number of new hires	667	622	542
Number of newly employed female graduates	269	201	197
Ratio of newly employed females to total new employees	40.3%	32.3%	36.3%

Fiscal	2018	2019	2020
Number of employees taking parental leave	2,370	2,948	3,205
<Men taking such leave>	<316>	<838>	<978>
Number of career hires	16	25	49

◆ SMBC Trust Bank

March 31	2019	2020	2021
Number of employees ¹	1,985	2,084	2,072
Male	948	987	993
Percentage of total	47.76%	47.36%	47.92%
Female	1,037	1,097	1,079
Percentage of total	52.24%	52.64%	52.08%
Average age	44 yrs 7 mos.	44 yrs 3 mos.	43 yrs 9 mos.
Male	46 yrs 11 mos.	46 yrs 3 mos.	44 yrs 8 mos.
Female	41 yrs 4 mos.	42 yrs 5 mos.	43 yrs 2 mos.
Average years of service	7 yrs 3 mos.	9 yrs 0 mos.	9 yrs 9 mos.
Male	6 yrs 3 mos.	7 yrs 9 mos.	8 yrs 8 mos.
Female	8 yrs 2 mos.	10 yrs 1 mos.	11 yrs 0 mos.
Number of women in managerial positions	95	84	76
Ratio of employees with disabilities (% of total) ²	2.51%	2.31%	2.42%

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, 2021.

April 1	2019	2020	2021
Number of new hires	44	52	24
Number of newly employed female graduates	18	16	8
Ratio of newly employed females to total new employees	40.9%	30.8%	33.3%

Fiscal	2018	2019	2020
Number of employees taking parental leave	95	117	123
<Men taking such leave>	<33>	<25>	<36>
Number of career hires	28	25	22

◆ Sumitomo Mitsui Finance and Leasing

March 31	2019	2020	2021
Number of employees ¹	2,434	2,448	2,460
Male	1,581	1,590	1,596
Percentage of total	64.95%	64.95%	64.88%
Female	853	858	864
Percentage of total	35.05%	35.05%	35.12%
Average age	40 yrs 7 mos.	42 yrs 2 mos.	42 yrs 5 mos.
Male	42 yrs 8 mos.	43 yrs 8 mos.	43 yrs 11 mos.
Female	37 yrs 2 mos.	39 yrs 2 mos.	39 yrs 8 mos.
Average years of service	15 yrs 0 mos.	15 yrs 0 mos.	15 yrs 2 mos.
Male	16 yrs 11 mos.	16 yrs 3 mos.	16 yrs 5 mos.
Female	11 yrs 10 mos.	12 yrs 6 mos.	13 yrs 0 mos.
Number of women in managerial positions ²	36	38	38
Ratio of employees with disabilities (% of total)	2.05%	1.80%	2.30%

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 As of March 1 of respective years

April 1	2019	2020	2021
Number of new hires	76	81	62
Number of newly employed female graduates	43	33	26
Ratio of newly employed females to total new employees	56.6%	40.7%	41.9%

Fiscal	2018	2019	2020
Number of employees taking parental leave	44	48	44
<Men taking such leave>	<17>	<9>	<21>
Number of career hires	16	18	15

◆ SMBC Nikko Securities

March 31	2019	2020	2021
Number of employees ¹	10,394	10,187	9,794
Male	6,411	6,330	6,049
Percentage of total	61.68%	62.14%	61.76%
Female	3,983	3,857	3,745
Percentage of total	38.32%	37.86%	38.24%
Average age	40 yrs 7 mos.	41 yrs 4 mos.	41 yrs 5 mos.
Male	41 yrs 9 mos.	42 yrs 5 mos.	42 yrs 4 mos.
Female	38 yrs 8 mos.	39 yrs 7 mos.	41 yrs 10 mos.
Average years of service ²	12 yrs 6 mos.	13 yrs 3 mos.	13 yrs 7 mos.
Male	12 yrs 8 mos.	13 yrs 4 mos.	13 yrs 7 mos.
Female	12 yrs 3 mos.	13 yrs 2 mos.	13 yrs 7 mos.
Number of women in managerial positions	171	178	184
Ratio of employees with disabilities (% of total) ³	2.38%	2.49%	2.61%

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	2019	2020	2021
Number of new hires	325	341	229
Number of newly employed female graduates	114	118	83
Ratio of newly employed females to total new employees	35.1%	34.6%	36.2%

Fiscal	2018	2019	2020
Number of employees taking parental leave	409	446	439
<Men taking such leave>	<64>	<101>	<86>
Number of career hires	59	56	72

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

◆ Sumitomo Mitsui Card

March 31	2019	2020	2021
Number of employees ¹	2,495	2,533	2,584
Male	1,141	1,159	1,183
Percentage of total	45.73%	45.76%	45.78%
Female	1,354	1,374	1,401
Percentage of total	54.27%	54.24%	54.22%
Average age	39 yrs 6 mos.	39 yrs 11 mos.	40 yrs 3 mos.
Male	41 yrs 5 mos.	41 yrs 9 mos.	41 yrs 9 mos.
Female	37 yrs 10 mos.	38 yrs 4 mos.	38 yrs 10 mos.
Average years of service	15 yrs 0 mos.	15 yrs 3 mos.	15 yrs 6 mos.
Male	16 yrs 2 mos.	16 yrs 3 mos.	16 yrs 4 mos.
Female	14 yrs 0 mos.	14 yrs 5 mos.	14 yrs 10 mos.
Number of women in managerial positions	17	23	29
Ratio of employees with disabilities (% of total) ²	2.45%	2.68%	2.67%

*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 Computed based on single month of March

April 1	2019	2020	2021
Number of new hires	54	78	81
Number of newly employed female graduates	28	36	34
Ratio of newly employed females to total new employees	51.9%	46.2%	42.0%

Fiscal	2018	2019	2020
Number of employees taking parental leave	202	218	203
<Men taking such leave>	<33>	<36>	<28>
Number of career hires	16	48	30

◆ SMBC Finance Service

March 31	2019	2020	2021
Number of employees ¹	3,349	3,252	3,500
Male	1,897	1,820	1,928
Percentage of total	56.64%	55.97%	55.09%
Female	1,452	1,432	1,572
Percentage of total	43.36%	44.03%	44.91%
Average age	43 yrs 0 mos.	43 yrs 5 mos.	43 yrs 7 mos.
Male	45 yrs 2 mos.	45 yrs 6 mos.	45 yrs 9 mos.
Female	40 yrs 2 mos.	40 yrs 11 mos.	40 yrs 11 mos.
Average years of service	18 yrs 6 mos.	19 yrs 0 mos.	18 yrs 6 mos.
Male	20 yrs 9 mos.	21 yrs 1 mos.	20 yrs 5 mos.
Female	15 yrs 7 mos.	16 yrs 3 mos.	16 yrs 2 mos.
Number of women in managerial positions	88	94	102
Ratio of employees with disabilities (% of total) ²	2.32%	2.32%	2.40%

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

*2 As of March 1 of respective years

Note: Figures for March 31, 2019 and 2020, are for the former Cedyne Financial Corporation.

April 1	2019	2020	2021
Number of new hires	51	53	34
Number of newly employed female graduates	25	32	13
Ratio of newly employed females to total new employees	49.0%	60.4%	38.2%

Note: Figures for April 2019 and 2020 are for the former Cedyne Financial Corporation.

Fiscal	2018	2019	2020
Number of employees taking parental leave ³	180	135	163
<Men taking such leave>	<32>	<35>	<29>
Number of career hires	0	0	0

*3 Including employees on short-term childcare leave.

Notes:

1. Cedyne Financial Corporation was merged with SMBC Finance Service Co., Ltd., in July 2020 and the surviving company was renamed SMBC Finance Service Co., Ltd.

2. Figures for FY2018 and FY2019 are for the former Cedyne Financial Corporation.

◆ SMBC Consumer Finance

March 31	2019	2020	2021
Number of employees ¹	2,263	2,475	2,551
Male	1,425	1,454	1,466
Percentage of total	62.97%	58.75%	57.47%
Female	838	1,021	1,085
Percentage of total	37.03%	41.25%	42.53%
Average age	41 yrs 2 mos.	41 yrs 8 mos.	41 yrs 11 mos.
Male	42 yrs 8 mos.	43 yrs 1 mos.	43 yrs 5 mos.
Female	38 yrs 8 mos.	39 yrs 7 mos.	39 yrs 10 mos.
Average years of service	16 yrs 4 mos.	16 yrs 1 mos.	16 yrs 2 mos.
Male	18 yrs 1 mos.	18 yrs 1 mos.	18 yrs 4 mos.
Female	13 yrs 6 mos.	13 yrs 2 mos.	13 yrs 6 mos.
Number of women in managerial positions	118	126	137
Ratio of employees with disabilities (% of total) ²	2.43%	3.00%	2.75%

*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	2019	2020	2021
Number of new hires	48	57	46
Number of newly employed female graduates	24	37	24
Ratio of newly employed females to total new employees	50.0%	64.9%	52.2%

Fiscal	2018	2019	2020
Number of employees taking parental leave	58	85	83
<Men taking such leave>	<3>	<7>	<11>
Number of career hires	1	0	1

◆ Japan Research Institute

March 31	2019	2020	2021
Number of employees ¹	2,427	2,510	2,571
Male	1,773	1,841	1,893
Percentage of total	73.05%	73.35%	73.63%
Female	654	669	678
Percentage of total	26.95%	26.65%	26.37%
Average age	40 yrs 9 mos.	41 yrs 1 mos.	41 yrs 1 mos.
Male	41 yrs 6 mos.	41 yrs 8 mos.	41 yrs 8 mos.
Female	38 yrs 10 mos.	39 yrs 3 mos.	39 yrs 7 mos.
Average years of service	12 yrs 8 mos.	12 yrs 10 mos.	13 yrs 1 mos.
Male	13 yrs 1 mos.	13 yrs 3 mos.	13 yrs 5 mos.
Female	11 yrs 10 mos.	11 yrs 8 mos.	12 yrs 3 mos.
Ratio of employees with disabilities (% of total) ²	2.27%	2.23%	2.26%

*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	2019	2020	2021
Number of new hires	110	119	127
Number of newly employed female graduates	30	35	39
Ratio of newly employed females to total new employees	27.3%	29.4%	30.7%

Fiscal	2018	2019	2020
Number of employees taking parental leave	75	84	79
<Men taking such leave>	<30>	<35>	<26>
Number of career hires ³	46	60	52

*3 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	2019	2020	2021
Number of employees ^{*1}	552	845	824
Male	386	614	596
Percentage of total	69.93%	72.66%	72.33%
Female	166	231	228
Percentage of total	30.07%	27.34%	27.67%
Average age	44 yrs 7 mos.	45 yrs 11 mos.	46 yrs 5 mos.
Male	46 yrs 3 mos.	47 yrs 5 mos.	47 yrs 11 mos.
Female	40 yrs 6 mos.	42 yrs 0 mos.	42 yrs 3 mos.
Average years of service	9 yrs 3 mos.	15 yrs 3 mos.	15 yrs 6 mos.
Male	9 yrs 9 mos.	16 yrs 6 mos.	16 yrs 10 mos.
Female	8 yrs 2 mos.	11 yrs 8 mos.	12 yrs 0 mos.
Number of women in managerial positions	9	11	9

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

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

April 1	2019	2020	2021
Number of new hires	15	12	8
Number of newly employed female graduates	6	6	4
Ratio of newly employed females to total new employees	40.0%	50.0%	50.0%

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

Fiscal	2018	2019	2020
Number of employees taking parental leave	10	19	25
<Men taking such leave>	<0>	<8>	<14>
Number of career hires	15	2	5

Note 1: Figures for fiscal 2018 include those for the former Sumitomo Mitsui Asset Management Company, Limited.

2: 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.