

◆ SMBC

March 31	2020	2021	2022
Number of employees ^{*1}	26,457	26,229	25,658
Male	12,021	11,879	11,535
Percentage of total	45.44%	45.29%	44.96%
Female	14,436	14,350	14,123
Percentage of total	54.56%	54.71%	55.04%
Average age	37 yrs 9 mos.	38 yrs 4 mos.	38 yrs 11 mos.
Male	40 yrs 3 mos.	40 yrs 6 mos.	40 yrs 10 mos.
Female	35 yrs 8 mos.	36 yrs 6 mos.	37 yrs 4 mos.
Average years of service	13 yrs 11 mos.	14 yrs 5 mos.	15 yrs 1 mos.
Male	16 yrs 0 mos.	16 yrs 3 mos.	16 yrs 7 mos.
Female	12 yrs 1 mos.	13 yrs 0 mos.	13 yrs 10 mos.
Number of women in managerial positions ^{*2}	824	837	819
Ratio of employees with disabilities (% of total)	2.65%	2.70%	2.83%

^{*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	2020	2021	2022
Number of new hires	622	542	472
Number of newly employed female graduates	201	197	285
Ratio of newly employed females to total new employees	32.3%	36.3%	39.6%

Fiscal	2019	2020	2021
Number of employees taking parental leave	2,948	3,205	3,315
<Men taking such leave>	<838>	<978>	<935>
Number of career hires	25	49	45

◆ SMBC Trust Bank

March 31	2020	2021	2022
Number of employees ^{*1}	2,084	2,072	1,807
Male	987	993	881
Percentage of total	47.36%	47.92%	48.75%
Female	1,097	1,079	926
Percentage of total	52.64%	52.08%	51.25%
Average age	44 yrs 3 mos.	43 yrs 9 mos.	44 yrs 4 mos.
Male	46 yrs 3 mos.	44 yrs 8 mos.	44 yrs 8 mos.
Female	42 yrs 5 mos.	43 yrs 2 mos.	45 yrs 1 mos.
Average years of service	9 yrs 0 mos.	9 yrs 9 mos.	10 yrs 10 mos.
Male	7 yrs 9 mos.	8 yrs 8 mos.	12 yrs 3 mos.
Female	10 yrs 1 mos.	11 yrs 0 mos.	9 yrs 5 mos.
Number of women in managerial positions	84	76	65
Ratio of employees with disabilities (% of total) ^{*2}	2.31%	2.42%	2.37%

^{*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, 2022.

^{*3} Revised retroactively for periods prior to the change in definition.

April 1	2020	2021	2022
Number of new hires	52	24	14
Number of newly employed female graduates	16	8	6
Ratio of newly employed females to total new employees	30.8%	33.3%	42.9%

* Revised retroactively for periods prior to the change in definition.

Fiscal	2019	2020	2021
Number of employees taking parental leave	117	123	91
<Men taking such leave>	<25>	<36>	<27>
Number of career hires	25	22	14

* Revised retroactively for periods prior to the change in definition.

◆ Sumitomo Mitsui Finance and Leasing

March 31	2020	2021	2022
Number of employees ^{*1}	2,448	2,460	2,427
Male	1,590	1,596	1,551
Percentage of total	64.95%	64.88%	63.91%
Female	858	864	876
Percentage of total	35.05%	35.12%	36.09%
Average age	42 yrs 2 mos.	42 yrs 5 mos.	42 yrs 7 mos.
Male	43 yrs 8 mos.	43 yrs 11 mos.	44 yrs 0 mos.
Female	39 yrs 2 mos.	39 yrs 8 mos.	40 yrs 1 mos.
Average years of service	15 yrs 0 mos.	15 yrs 2 mos.	15 yrs 4 mos.
Male	16 yrs 3 mos.	16 yrs 5 mos.	16 yrs 6 mos.
Female	12 yrs 6 mos.	13 yrs 0 mos.	13 yrs 4 mos.
Number of women in managerial positions ^{*2}	38	38	38
Ratio of employees with disabilities (% of total)	1.80%	2.30%	2.41%

^{*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	2020	2021	2022
Number of new hires	81	62	71
Number of newly employed female graduates	33	26	30
Ratio of newly employed females to total new employees	40.7%	41.9%	42.3%

Fiscal	2019	2020	2021
Number of employees taking parental leave	48	44	134
<Men taking such leave>	<9>	<21>	<103>
Number of career hires	18	15	21

◆ SMBC Nikko Securities

March 31	2020	2021	2022
Number of employees ^{*1}	10,187	9,794	9,623
Male	6,330	6,049	5,926
Percentage of total	62.14%	61.76%	61.58%
Female	3,857	3,745	3,697
Percentage of total	37.86%	38.24%	38.42%
Average age	41 yrs 4 mos.	41 yrs 5 mos.	41 yrs 6 mos.
Male	42 yrs 5 mos.	42 yrs 4 mos.	42 yrs 5 mos.
Female	39 yrs 7 mos.	39 yrs 8 mos.	40 yrs 0 mos.
Average years of service ^{*2}	13 yrs 3 mos.	13 yrs 7 mos.	14 yrs 2 mos.
Male	13 yrs 4 mos.	13 yrs 7 mos.	14 yrs 1 mos.
Female	13 yrs 2 mos.	13 yrs 7 mos.	14 yrs 2 mos.
Number of women in managerial positions	178	184	207
Ratio of employees with disabilities (% of total) ^{*3}	2.49%	2.61%	2.68%

^{*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	2020	2021	2022
Number of new hires	341	229	219
Number of newly employed female graduates	118	83	74
Ratio of newly employed females to total new employees	34.6%	36.2%	33.8%

Fiscal	2019	2020	2021
Number of employees taking parental leave	446	439	580
<Men taking such leave>	<101>	<86>	<445>
Number of career hires	56	72	79

^{*4} Revision of the short-term childcare leave system and creation of a new special leave for childcare in FY2021.

◆ Sumitomo Mitsui Card

March 31	2020	2021	2022
Number of employees ^{*1}	5,785	6,084	5,976
Male	2,979	3,111	3,034
Percentage of total	51.50%	51.13%	50.77%
Female	2,806	2,973	2,942
Percentage of total	48.50%	48.87%	49.23%
Average age	41 yrs 11 mos.	42 yrs 2 mos.	42 yrs 7 mos.
Male	44 yrs 0 mos.	44 yrs 4 mos.	44 yrs 5 mos.
Female	39 yrs 8 mos.	40 yrs 0 mos.	40 yrs 8 mos.
Average years of service	17 yrs 4 mos.	17 yrs 3 mos.	17 yrs 6 mos.
Male	19 yrs 3 mos.	18 yrs 11 mos.	19 yrs 1 mos.
Female	15 yrs 5 mos.	15 yrs 7 mos.	15 yrs 11 mos.
Number of women in managerial positions	117	131	85
Ratio of employees with disabilities (% of total) ^{*2}	2.45%	2.50%	2.50%

*1 The number of full-time employees. This excludes directors, consultants, advisors, employees seconded from external companies and organizations, contract and temporary employees, part-time and specialist contract employees, as well as affiliated company employees.

*2 Computed based on single month of March.

Note: Includes figures for SMBC Finance Service (a wholly-owned subsidiary of SMBC Card Company).

April 1	2020	2021	2022
Number of new hires	131	115	109
Number of newly employed female graduates	68	47	51
Ratio of newly employed females to total new employees	51.9%	40.9%	46.8%

Note: Includes figures for SMBC Finance Service (a wholly-owned subsidiary of SMBC Card Company).

Fiscal	2019	2020	2021
Number of employees taking parental leave	353	366	408
<Men taking such leave>	<71>	<57>	<73>
Number of career hires	48	30	29

*3 Includes childcare leave (paid and leave-of-absence systems).

Note: Includes figures for SMBC Finance Service (a wholly-owned subsidiary of SMBC Card Company).

◆ SMBC Consumer Finance

March 31	2020	2021	2022
Number of employees ^{*1}	2,475	2,551	2,592
Male	1,454	1,466	1,474
Percentage of total	58.75%	57.47%	56.87%
Female	1,021	1,085	1,118
Percentage of total	41.25%	42.53%	43.13%
Average age	41 yrs 8 mos.	41 yrs 11 mos.	42 yrs 4 mos.
Male	43 yrs 1 mos.	43 yrs 5 mos.	43 yrs 9 mos.
Female	39 yrs 7 mos.	39 yrs 10 mos.	40 yrs 6 mos.
Average years of service	16 yrs 1 mos.	16 yrs 2 mos.	16 yrs 7 mos.
Male	18 yrs 1 mos.	18 yrs 4 mos.	18 yrs 7 mos.
Female	13 yrs 2 mos.	13 yrs 6 mos.	13 yrs 11 mos.
Number of women in managerial positions	126	137	147
Ratio of employees with disabilities (% of total) ^{*2}	3.00%	2.75%	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	2020	2021	2022
Number of new hires	57	46	49
Number of newly employed female graduates	37	24	32
Ratio of newly employed females to total new employees	64.9%	52.2%	65.3%

Fiscal	2019	2020	2021
Number of employees taking parental leave	85	83	73
<Men taking such leave>	<7>	<11>	<9>
Number of career hires	0	1	0

◆ Japan Research Institute

March 31	2020	2021	2022
Number of employees ^{*1}	2,510	2,571	2,640
Male	1,841	1,893	1,931
Percentage of total	73.35%	73.63%	73.14%
Female	669	678	709
Percentage of total	26.65%	26.37%	26.86%
Average age	41 yrs 1 mos.	41 yrs 1 mos.	41 yrs 0 mos.
Male	41 yrs 8 mos.	41 yrs 8 mos.	41 yrs 6 mos.
Female	39 yrs 3 mos.	39 yrs 7 mos.	39 yrs 6 mos.
Average years of service	12 yrs 10 mos.	13 yrs 1 mos.	13 yrs 1 mos.
Male	13 yrs 3 mos.	13 yrs 5 mos.	13 yrs 5 mos.
Female	11 yrs 8 mos.	12 yrs 3 mos.	12 yrs 3 mos.
Ratio of employees with disabilities (% of total) ^{*2}	2.23%	2.26%	2.31%

*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	2020	2021	2022
Number of new hires	119	127	143
Number of newly employed female graduates	35	39	52
Ratio of newly employed females to total new employees	29.4%	30.7%	36.4%

Fiscal	2019	2020	2021
Number of employees taking parental leave	84	79	88
<Men taking such leave>	<35>	<26>	<36>
Number of career hires ^{*3}	60	52	51

*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	2020	2021	2022
Number of employees ^{*1}	845	824	770
Male	614	596	542
Percentage of total	72.66%	72.33%	70.39%
Female	231	228	228
Percentage of total	27.34%	27.67%	29.61%
Average age	45 yrs 11 mos.	46 yrs 5 mos.	46 yrs 0 mos.
Male	47 yrs 5 mos.	47 yrs 11 mos.	47 yrs 7 mos.
Female	42 yrs 0 mos.	42 yrs 3 mos.	42 yrs 2 mos.
Average years of service	15 yrs 3 mos.	15 yrs 6 mos.	15 yrs 6 mos.
Male	16 yrs 6 mos.	16 yrs 10 mos.	17 yrs 1 mos.
Female	11 yrs 8 mos.	12 yrs 0 mos.	11 yrs 9 mos.
Number of women in managerial positions	11	9	10

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

April 1	2020	2021	2022
Number of new hires	12	8	12
Number of newly employed female graduates	6	4	6
Ratio of newly employed females to total new employees	50.0%	50.0%	50.0%

Fiscal	2019	2020	2021
Number of employees taking parental leave	19	25	40
<Men taking such leave>	<8>	<14>	<13>
Number of career hires	2	5	16

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.