



# Employees

## ◆ SMBC

March 31	2021	2022	2023
Number of employees <sup>1</sup>	26,229	25,658	25,099
Male	11,879	11,535	11,198
Percentage of total	45.29%	44.96%	44.62%
Female	14,350	14,123	13,901
Percentage of total	54.71%	55.04%	55.38%
Average age	38 yrs 4 mos.	38 yrs 11 mos.	39 yrs 7 mos.
Male	40 yrs 6 mos.	40 yrs 10 mos.	41 yrs 3 mos.
Female	36 yrs 6 mos.	37 yrs 4 mos.	38 yrs 3 mos.
Average years of service	14 yrs 5 mos.	15 yrs 1 mos.	15 yrs 8 mos.
Male	16 yrs 3 mos.	16 yrs 7 mos.	16 yrs 11 mos.
Female	13 yrs 0 mos.	13 yrs 10 mos.	14 yrs 8 mos.
Number of women in managerial positions	837	819	933
Ratio of employees with disabilities (% of total) <sup>2</sup>	2.70%	2.83%	2.83%

<sup>1</sup> 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.

<sup>2</sup> As of March 1 of respective years

April 1	2021	2022	2023
Number of new hires	542	472	363
Number of newly employed female graduates	197	187	137
Ratio of newly employed females to total new employees	36.3%	39.6%	37.7%

Fiscal	2020	2021	2022
Number of employees taking parental leave <sup>*</sup>	1,531	1,585	1,509
<Men taking such leave>	<556>	<533>	<516>
Number of career hires <sup>*</sup>	58	52	97

<sup>\*</sup> Revised retroactively for periods prior to the change in definition.

## ◆ SMBC Trust Bank

March 31	2021	2022	2023
Number of employees <sup>1</sup>	2,072	1,807	1,723
Male	993	881	877
Percentage of total	47.92%	48.75%	50.90%
Female	1,079	926	846
Percentage of total	52.08%	51.25%	49.10%
Average age	43 yrs 9 mos.	44 yrs 4 mos.	44 yrs 11 mos.
Male	44 yrs 8 mos.	44 yrs 8 mos.	46 yrs 0 mos.
Female	43 yrs 2 mos.	45 yrs 1 mos.	43 yrs 11 mos.
Average years of service	9 yrs 9 mos.	10 yrs 10 mos.	10 yrs 10 mos.
Male	8 yrs 8 mos.	12 yrs 3 mos.	9 yrs 4 mos.
Female	11 yrs 0 mos.	9 yrs 5 mos.	12 yrs 5 mos.
Number of women in managerial positions	76	65	59
Ratio of employees with disabilities (% of total) <sup>2</sup>	2.42%	2.37%	2.52%

<sup>1</sup> 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.

<sup>2</sup> The legally mandated number of employees with disabilities had been hired as of March 31, 2023.

April 1	2021	2022	2023
Number of new hires	24	14	23
Number of newly employed female graduates	8	6	9
Ratio of newly employed females to total new employees	33.3%	42.9%	39.1%

Fiscal	2020	2021	2022
Number of employees taking parental leave <sup>*</sup>	76	45	60
<Men taking such leave>	<36>	<12>	<15>
Number of career hires <sup>*</sup>	16	14	28

<sup>\*</sup> Revised retroactively for periods prior to the change in definition.

## ◆ Sumitomo Mitsui Finance and Leasing

March 31	2021	2022	2023
Number of employees <sup>1</sup>	2,460	2,427	2,456
Male	1,596	1,551	1,544
Percentage of total	64.88%	63.91%	62.87%
Female	864	876	912
Percentage of total	35.12%	36.09%	37.13%
Average age	42 yrs 5 mos.	42 yrs 7 mos.	42 yrs 8 mos.
Male	43 yrs 11 mos.	44 yrs 0 mos.	43 yrs 11 mos.
Female	39 yrs 8 mos.	40 yrs 1 mos.	40 yrs 6 mos.
Average years of service	15 yrs 2 mos.	15 yrs 4 mos.	15 yrs 2 mos.
Male	16 yrs 5 mos.	16 yrs 6 mos.	16 yrs 4 mos.
Female	13 yrs 0 mos.	13 yrs 4 mos.	13 yrs 2 mos.
Number of women in managerial positions	38	38	70
Ratio of employees with disabilities (% of total) <sup>2</sup>	2.30%	2.41%	2.42%

<sup>1</sup> 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).

<sup>2</sup> As of March 1 of respective years

April 1	2021	2022	2023
Number of new hires	62	71	87
Number of newly employed female graduates	26	30	40
Ratio of newly employed females to total new employees	41.9%	42.3%	46.0%

Fiscal	2020	2021	2022
Number of employees taking parental leave <sup>*</sup>	44	111	76
<Men taking such leave>	<21>	<80>	<39>
Number of career hires <sup>*</sup>	16	21	52

<sup>\*</sup> Revised retroactively for periods prior to the change in definition.

## ◆ SMBC Nikko Securities

March 31	2021	2022	2023
Number of employees <sup>1</sup>	9,794	9,623	9,306
Male	6,049	5,926	5,701
Percentage of total	61.76%	61.58%	61.26%
Female	3,745	3,697	3,605
Percentage of total	38.24%	38.42%	38.74%
Average age	41 yrs 5 mos.	41 yrs 6 mos.	42 yrs 2 mos.
Male	42 yrs 4 mos.	42 yrs 5 mos.	43 yrs 0 mos.
Female	39 yrs 8 mos.	40 yrs 0 mos.	40 yrs 11 mos.
Average years of service <sup>2</sup>	13 yrs 7 mos.	14 yrs 2 mos.	14 yrs 2 mos.
Male	13 yrs 7 mos.	14 yrs 1 mos.	14 yrs 1 mos.
Female	13 yrs 7 mos.	14 yrs 2 mos.	14 yrs 5 mos.
Number of women in managerial positions	183	207	215
Ratio of employees with disabilities (% of total) <sup>3</sup>	2.61%	2.68%	2.86%

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

<sup>2</sup> 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.

<sup>3</sup> As of March 31 of respective years

April 1	2021	2022	2023
Number of new hires	229	219	299
Number of newly employed female graduates	83	74	115
Ratio of newly employed females to total new employees	36.2%	33.8%	38.5%

Fiscal	2020	2021	2022
Number of employees taking parental leave <sup>4</sup>	439	580	371
<Men taking such leave>	<86>	<445>	<220>
Number of career hires <sup>5</sup>	66	76	72

<sup>4</sup> Revision of the short-term childcare leave system and creation of a new special leave for childcare in FY2021.

<sup>5</sup> Revised retroactively for periods prior to the change in definition.

### ◆ Sumitomo Mitsui Card

March 31	2021	2022	2023
Number of employees <sup>*1</sup>	6,084	5,976	5,850
Male	3,111	3,034	2,957
Percentage of total	51.13%	50.77%	50.55%
Female	2,973	2,942	2,893
Percentage of total	48.87%	49.23%	49.45%
Average age	42 yrs 2 mos.	42 yrs 7 mos.	42 yrs 9 mos.
Male	44 yrs 4 mos.	44 yrs 5 mos.	44 yrs 4 mos.
Female	40 yrs 0 mos.	40 yrs 8 mos.	41 yrs 2 mos.
Average years of service	17 yrs 3 mos.	17 yrs 6 mos.	17 yrs 8 mos.
Male	18 yrs 11 mos.	19 yrs 1 mos.	19 yrs 2 mos.
Female	15 yrs 7 mos.	15 yrs 11 mos.	16 yrs 2 mos.
Number of women in managerial positions	81	85	86
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.50%	2.50%	2.41%

\*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	2021	2022	2023
Number of new hires	115	109	103
Number of newly employed female graduates	47	51	39
Ratio of newly employed females to total new employees	40.9%	46.8%	37.9%

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

Fiscal	2020	2021	2022
Number of employees taking parental leave <sup>*3</sup>	168	178	178
<Men taking such leave>	<59>	<69>	<65>
Number of career hires	30	46	71

\*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	2021	2022	2023
Number of employees <sup>*1</sup>	2,551	2,592	2,594
Male	1,466	1,474	1,460
Percentage of total	57.47%	56.87%	56.28%
Female	1,085	1,118	1,134
Percentage of total	42.53%	43.13%	43.72%
Average age	41 yrs 11 mos.	42 yrs 4 mos.	42 yrs 12 mos.
Male	43 yrs 5 mos.	43 yrs 9 mos.	44 yrs 5 mos.
Female	39 yrs 10 mos.	40 yrs 6 mos.	41 yrs 1 mos.
Average years of service	16 yrs 2 mos.	16 yrs 7 mos.	17 yrs 1 mos.
Male	18 yrs 4 mos.	18 yrs 7 mos.	19 yrs 2 mos.
Female	13 yrs 6 mos.	13 yrs 11 mos.	14 yrs 6 mos.
Number of women in managerial positions	137	147	166
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.75%	2.75%	2.67%

\*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	2021	2022	2023
Number of new hires	46	49	35
Number of newly employed female graduates	24	32	12
Ratio of newly employed females to total new employees	52.2%	65.3%	34.3%

Fiscal	2020	2021	2022
Number of employees taking parental leave	35	33	34
<Men taking such leave>	<7>	<9>	<13>
Number of career hires	1	2	1

### ◆ Japan Research Institute

March 31	2021	2022	2023
Number of employees <sup>*1,2</sup>	2,571	2,640	2,777
Male	1,893	1,931	2,000
Percentage of total	73.63%	73.14%	72.02%
Female	678	709	777
Percentage of total	26.37%	26.86%	27.98%
Average age <sup>*2</sup>	41 yrs 1 mos.	41 yrs 0 mos.	40 yrs 8 mos.
Male	41 yrs 8 mos.	41 yrs 6 mos.	41 yrs 3 mos.
Female	39 yrs 7 mos.	39 yrs 6 mos.	39 yrs 2 mos.
Average years of service	13 yrs 1 mos.	13 yrs 1 mos.	12 yrs 8 mos.
Male	13 yrs 5 mos.	13 yrs 5 mos.	13 yrs 1 mos.
Female	12 yrs 3 mos.	12 yrs 3 mos.	11 yrs 11 mos.
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.26%	2.31%	2.16%

\*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, 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	2021	2022	2023
Number of new hires	127	143	168
Number of newly employed female graduates	39	52	52
Ratio of newly employed females to total new employees	30.7%	36.4%	31.0%

Fiscal	2020	2021	2022
Number of employees taking parental leave	43	58	44
<Men taking such leave>	<23>	<33>	<26>
Number of career hires <sup>*3</sup>	52	51	134

\*3 Excluding former bank employees transferred to the company

### ◆ Sumitomo Mitsui DS Asset Management

March 31	2021	2022	2023
Number of employees <sup>*1</sup>	824	770	747
Male	596	542	509
Percentage of total	72.33%	70.39%	68.14%
Female	228	228	238
Percentage of total	27.67%	29.61%	31.86%
Average age	46 yrs 5 mos.	46 yrs 0 mos.	46 yrs 4 mos.
Male	47 yrs 11 mos.	47 yrs 7 mos.	47 yrs 11 mos.
Female	42 yrs 3 mos.	42 yrs 2 mos.	43 yrs 0 mos.
Average years of service	15 yrs 6 mos.	15 yrs 6 mos.	12 yrs 11 mos.
Male	16 yrs 10 mos.	17 yrs 1 mos.	13 yrs 4 mos.
Female	12 yrs 0 mos.	11 yrs 9 mos.	11 yrs 10 mos.
Number of women in managerial positions	9	10	11

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

April 1	2021	2022	2023
Number of new hires	8	12	20
Number of newly employed female graduates	4	6	8
Ratio of newly employed females to total new employees	50.0%	50.0%	40.0%

Fiscal	2020	2021	2022
Number of employees taking parental leave	23	19	24
<Men taking such leave>	<14>	<12>	<12>
Number of career hires	5	16	32

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.