

## ◆ SMBC

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	25,658	25,099	24,615
Male	11,535	11,198	10,899
Percentage of total	44.96%	44.62%	44.28%
Female	14,123	13,901	13,716
Percentage of total	55.04%	55.38%	55.72%
Average age	38 yrs 11 mos.	39 yrs 7 mos.	40 yrs 3 mos.
Male	40 yrs 10 mos.	41 yrs 3 mos.	41 yrs 8 mos.
Female	37 yrs 4 mos.	38 yrs 3 mos.	39 yrs 2 mos.
Average years of service	15 yrs 1 mos.	15 yrs 8 mos.	16 yrs 3 mos.
Male	16 yrs 7 mos.	16 yrs 11 mos.	17 yrs 2 mos.
Female	13 yrs 10 mos.	14 yrs 8 mos.	15 yrs 6 mos.
Number of women in managerial positions <sup>*2</sup>	819	933	950
Ratio of employees with disabilities (% of total)	2.83%	2.83%	2.89%

<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	2022	2023	2024
Number of new hires	472	363	481
Number of newly employed female graduates	187	137	202
Ratio of newly employed females to total new employees	39.6%	37.7%	42.0%

Fiscal	2021	2022	2023
Number of employees taking parental leave	1,585	1,509	1,606
<Men taking such leave>	533	<516>	<671>
Number of career hires	52	97	207

## ◆ SMBC Trust Bank

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	1,807	1,723	1,804
Male	881	877	916
Percentage of total	48.75%	50.90%	50.78%
Female	926	846	888
Percentage of total	51.25%	49.10%	49.22%
Average age	44 yrs 4 mos.	44 yrs 11 mos.	45 yrs 4 mos.
Male	44 yrs 8 mos.	46 yrs 0 mos.	46 yrs 6 mos.
Female	45 yrs 1 mos.	43 yrs 11 mos.	44 yrs 2 mos.
Average years of service	10 yrs 10 mos.	10 yrs 10 mos.	11 yrs 0 mos.
Male	12 yrs 3 mos.	9 yrs 4 mos.	9 yrs 8 mos.
Female	9 yrs 5 mos.	12 yrs 5 mos.	12 yrs 5 mos.
Number of women in managerial positions <sup>*2</sup>	65	59	54
Ratio of employees with disabilities (% of total) <sup>*3</sup>	2.37%	2.52%	2.40%

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

<sup>\*3</sup> The legally mandated number of employees with disabilities had been hired as of March 31, 2024.

April 1	2022	2023	2024
Number of new hires	14	23	37
Number of newly employed female graduates	6	9	17
Ratio of newly employed females to total new employees	42.9%	39.1%	45.9%

Fiscal	2021	2022	2023
Number of employees taking parental leave <sup>*</sup>	45	60	44
<Men taking such leave>	<12>	<15>	<20>
Number of career hires <sup>*</sup>	14	28	78

## ◆ Sumitomo Mitsui Finance and Leasing

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	2,427	2,456	2,533
Male	1,551	1,544	1,566
Percentage of total	63.91%	62.87%	61.82%
Female	876	912	967
Percentage of total	36.09%	37.13%	38.18%
Average age	42 yrs 7 mos.	42 yrs 8 mos.	42 yrs 7 mos.
Male	44 yrs 0 mos.	43 yrs 11 mos.	43 yrs 10 mos.
Female	40 yrs 1 mos.	40 yrs 6 mos.	40 yrs 8 mos.
Average years of service	15 yrs 4 mos.	15 yrs 2 mos.	14 yrs 10 mos.
Male	16 yrs 6 mos.	16 yrs 4 mos.	16 yrs 1 mos.
Female	13 yrs 4 mos.	13 yrs 2 mos.	12 yrs 10 mos.
Number of women in managerial positions <sup>*2</sup>	38	70	91
Ratio of employees with disabilities (% of total)	2.41%	2.42%	2.77%

<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	2022	2023	2024
Number of new hires	71	87	73
Number of newly employed female graduates	30	40	39
Ratio of newly employed females to total new employees	42.3%	46.0%	53.4%

Fiscal	2021	2022	2023
Number of employees taking parental leave	111	76	79
<Men taking such leave>	<80>	<39>	<45>
Number of career hires	21	52	72

## ◆ SMBC Nikko Securities

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	9,623	9,306	9,304
Male	5,926	5,701	5,688
Percentage of total	61.58%	61.26%	61.13%
Female	3,697	3,605	3,616
Percentage of total	38.42%	38.74%	38.87%
Average age	41 yrs 6 mos.	42 yrs 2 mos.	42 yrs 7 mos.
Male	42 yrs 5 mos.	43 yrs 0 mos.	43 yrs 3 mos.
Female	40 yrs 0 mos.	40 yrs 11 mos.	41 yrs 6 mos.
Average years of service <sup>*2</sup>	14 yrs 2 mos.	14 yrs 2 mos.	14 yrs 6 mos.
Male	14 yrs 1 mos.	14 yrs 1 mos.	14 yrs 2 mos.
Female	14 yrs 2 mos.	14 yrs 5 mos.	14 yrs 11 mos.
Number of women in managerial positions	207	215	222
Ratio of employees with disabilities (% of total) <sup>*3</sup>	2.68%	2.86%	2.82%

<sup>\*1</sup> Excluding 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	2022	2023	2024
Number of new hires	219	299	273
Number of newly employed female graduates	74	115	115
Ratio of newly employed females to total new employees	33.8%	38.5%	42.1%

Fiscal	2021	2022	2023
Number of employees taking parental leave <sup>*4</sup>	580	371	410
<Men taking such leave>	<445>	<220>	<269>
Number of career hires	76	72	110

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

### ◆ Sumitomo Mitsui Card

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	5,976	5,850	5,984
Male	3,034	2,957	3,037
Percentage of total	50.77%	50.55%	50.75%
Female	2,942	2,893	2,947
Percentage of total	49.23%	49.45%	49.25%
Average age	42 yrs 7 mos.	42 yrs 9 mos.	42 yrs 10 mos.
Male	44 yrs 5 mos.	44 yrs 4 mos.	44 yrs 2 mos.
Female	40 yrs 8 mos.	41 yrs 2 mos.	41 yrs 8 mos.
Average years of service	17 yrs 6 mos.	17 yrs 8 mos.	17 yrs 7 mos.
Male	19 yrs 1 mos.	19 yrs 2 mos.	18 yrs 6 mos.
Female	15 yrs 11 mos.	16 yrs 2 mos.	16 yrs 8 mos.
Number of women in managerial positions	85	86	97
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.50%	2.41%	2.66%

\*1 The number of full-time employees. This excludes directors, consultants, advisors, employees seconded from external companies and organizations, temporary employees, part-time 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	2022	2023	2024
Number of new hires	109	103	167
Number of newly employed female graduates	51	39	43
Ratio of newly employed females to total new employees	46.8%	37.9%	25.7%

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

Fiscal	2021	2022	2023
Number of employees taking parental leave	178	178	171
<Men taking such leave>	<69>	<65>	<66>
Number of career hires	46	71	188

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

### ◆ SMBC Consumer Finance

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	2,592	2,594	2,576
Male	1,474	1,460	1,461
Percentage of total	56.87%	56.28%	56.72%
Female	1,118	1,134	1,115
Percentage of total	43.13%	43.72%	43.28%
Average age	42 yrs 4 mos.	42 yrs 12 mos.	43 yrs 8 mos.
Male	43 yrs 9 mos.	44 yrs 5 mos.	44 yrs 12 mos.
Female	40 yrs 6 mos.	41 yrs 1 mos.	41 yrs 11 mos.
Average years of service	16 yrs 7 mos.	17 yrs 1 mos.	17 yrs 9 mos.
Male	18 yrs 7 mos.	19 yrs 2 mos.	19 yrs 8 mos.
Female	13 yrs 11 mos.	14 yrs 6 mos.	15 yrs 4 mos.
Number of women in managerial positions	147	166	184
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.75%	2.67%	2.59%

\*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	2022	2023	2024
Number of new hires	49	35	48
Number of newly employed female graduates	32	12	22
Ratio of newly employed females to total new employees	65.3%	34.3%	45.8%

Fiscal	2021	2022	2023
Number of employees taking parental leave	33	34	37
<Men taking such leave>	<9>	<13>	<16>
Number of career hires	2	1	10

### ◆ Japan Research Institute

March 31	2022	2023	2024
Number of employees <sup>*1,2</sup>	2,640	2,777	2,958
Male	1,931	2,000	2,125
Percentage of total	73.14%	72.02%	71.84%
Female	709	777	833
Percentage of total	26.86%	27.98%	28.16%
Average age <sup>*2</sup>	41 yrs 0 mos.	40 yrs 8 mos.	38 yrs 8 mos.
Male	41 yrs 6 mos.	41 yrs 3 mos.	39 yrs 1 mos.
Female	39 yrs 6 mos.	39 yrs 2 mos.	37 yrs 7 mos.
Average years of service	13 yrs 1 mos.	12 yrs 8 mos.	11 yrs 3 mos.
Male	13 yrs 5 mos.	13 yrs 1 mos.	11 yrs 4 mos.
Female	12 yrs 3 mos.	11 yrs 11 mos.	11 yrs 1 mos.
Ratio of employees with disabilities (% of total) <sup>*2</sup>	2.31%	2.16%	2.22%

\*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	2022	2023	2024
Number of new hires	143	168	245
Number of newly employed female graduates	52	52	74
Ratio of newly employed females to total new employees	36.4%	31.0%	30.2%

Fiscal	2021	2022	2023
Number of employees taking parental leave	58	44	109
<Men taking such leave>	<33>	<26>	<72>
Number of career hires <sup>*3</sup>	51	134	225

\*3 Excluding former bank employees transferred to the company

### ◆ Sumitomo Mitsui DS Asset Management

March 31	2022	2023	2024
Number of employees <sup>*1</sup>	770	747	769
Male	542	509	516
Percentage of total	70.39%	68.14%	67.10%
Female	228	238	253
Percentage of total	29.61%	31.86%	32.90%
Average age	46 yrs 0 mos.	46 yrs 4 mos.	46 yrs 0 mos.
Male	47 yrs 7 mos.	47 yrs 11 mos.	47 yrs 6 mos.
Female	42 yrs 2 mos.	43 yrs 0 mos.	42 yrs 11 mos.
Average years of service	15 yrs 6 mos.	12 yrs 11 mos.	12 yrs 9 mos.
Male	17 yrs 1 mos.	13 yrs 4 mos.	13 yrs 3 mos.
Female	11 yrs 9 mos.	11 yrs 10 mos.	11 yrs 10 mos.
Number of women in managerial positions	10	11	13

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

April 1	2022	2023	2024
Number of new hires	12	20	22
Number of newly employed female graduates	6	8	13
Ratio of newly employed females to total new employees	50.0%	40.0%	59.1%

Fiscal	2021	2022	2023
Number of employees taking parental leave	19	24	21
<Men taking such leave>	<12>	<12>	<10>
Number of career hires	16	32	37

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.