



Employees

◆ SMBC

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	25,099	24,615	24,432
Male	11,198	10,899	10,748
Percentage of total	44.62%	44.28%	43.99%
Female	13,901	13,716	13,684
Percentage of total	55.38%	55.72%	56.01%
Average age	39 years 7 months	40 years 3 months	40 years 9 months
Male	41 years 3 months	41 years 8 months	41 years 10 months
Female	38 years 3 months	39 years 2 months	39 years 11 months
Average years of service	15 years 8 months	16 years 3 months	16 years 8 months
Male	16 years 11 months	17 years 2 months	17 years 4 months
Female	14 years 8 months	15 years 6 months	16 years 2 months
Number of women in managerial positions	933	950	985
Ratio of employees with disabilities (% of total) ^(*)	2.83%	2.89%	2.87%

(*) Number of employees. Including employees seconded to other companies, excluding executive officers, contract employees, staff, temporary staff, and locally hired employees at overseas branches.

(*) As of March 1 of each year

	April 2023	April 2024	April 2025
Number of new hires	363	481	508
Number of newly employed female graduates	137	202	179
Ratio of newly employed females to total new employees	37.7%	42.0%	35.2%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	1,509 (of which male 516 people)	1,606 (of which male 671 people)	1,384 (of which male 524 people)
Number of career hires	97	207	252

◆ SMBC Trust Bank

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	1,723	1,804	1,880
Male	877	916	946
Percentage of total	50.90%	50.78%	50.32%
Female	846	888	934
Percentage of total	49.10%	49.22%	49.68%
Average age	44 years 11 months	45 years 4 months	45 years 9 months
Male	46 years 0 months	46 years 6 months	46 years 11 months
Female	43 years 11 months	44 years 2 months	44 years 7 months
Average years of service	10 years 10 months	11 years 0 months	11 years 0 months
Male	9 years 4 months	9 years 8 months	10 years 0 months
Female	12 years 5 months	12 years 5 months	12 years 1 months
Number of women in managerial positions	55	54	59
Ratio of employees with disabilities (% of total)	2.52%	2.40%	2.40%

(*) Number of employees. Including employees seconded to other companies, excluding employees seconded from other companies, directors, contract employees, part-time employees, and temporary staff.

	April 2023	April 2024	April 2025
Number of new hires	23	37	41
Number of newly employed female graduates	9	17	14
Ratio of newly employed females to total new employees	39.1%	45.9%	34.1%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	60 (of which male 15 people)	44 (of which male 20 people)	46 (of which male 24 people)
Number of career hires	28	78	67

◆ Sumitomo Mitsui Finance and Leasing

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	2,456	2,533	2,634
Male	1,544	1,566	1,574
Percentage of total	62.87%	61.82%	59.76%
Female	912	967	1,060
Percentage of total	37.13%	38.18%	40.24%
Average age	42 years 8 months	42 years 7 months	42 years 5 months
Male	43 years 11 months	43 years 10 months	43 years 6 months
Female	40 years 6 months	40 years 8 months	40 years 9 months
Average years of service	15 years 2 months	14 years 10 months	14 years 1 months
Male	16 years 4 months	16 years 1 months	15 years 5 months
Female	13 years 2 months	12 years 10 months	12 years 2 months
Number of women in managerial positions	70	91	108
Ratio of employees with disabilities (% of total) ^(*)	2.42%	2.77%	2.66%

(*) Sumitomo Mitsui Finance and Leasing number of employees. Including employees seconded to other companies, excluding employees seconded from other companies, executive officers, contract employees, part-time employees, temporary staff, and full-time employees of affiliates (including overseas subsidiaries).

(*) As of March 1 of each year

	April 2023	April 2024	April 2025
Number of new hires	87	73	95
Number of newly employed female graduates	40	39	55
Ratio of newly employed females to total new employees	46.0%	53.4%	57.9%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	76 (of which male 39 people)	79 (of which male 45 people)	75 (of which male 51 people)
Number of career hires	52	72	105

◆ SMBC Nikko Securities

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	9,306	9,304	9,217
Male	5,701	5,688	5,557
Percentage of total	61.26%	61.13%	60.29%
Female	3,605	3,616	3,660
Percentage of total	38.74%	38.87%	39.71%
Average age	42 years 2 months	42 years 7 months	42 years 11 months
Male	43 years 0 months	43 years 3 months	43 years 6 months
Female	40 years 11 months	41 years 6 months	42 years 0 months
Average years of service ^(*)	14 years 2 months	14 years 6 months	14 years 10 months
Male	14 years 1 months	14 years 2 months	14 years 6 months
Female	14 years 5 months	14 years 11 months	15 years 4 months
Number of women in managerial positions	215	222	258
Ratio of employees with disabilities (% of total) ^(*)	2.86%	2.82%	2.89%

(*) Excluding executive officers, part-time employees, dispatched employees, and locally hired employees at overseas branches.

(*) Average for employees. Years of service for employees joined through the merger with SMBC Friend Securities are counted from the date of the merger.

(*) As of the end of March each year

	April 2023	April 2024	April 2025
Number of new hires	299	273	261
Number of newly employed female graduates	115	115	119
Ratio of newly employed females to total new employees	38.5%	42.1%	45.6%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave ^(*)	371 (of which male 220 people)	410 (of which male 269 people)	331 (of which male 194 people)
Number of career hires	72	110	75

(*) Revision of the short-term childcare leave system and creation of a new special leave for childcare in FY2021.

◆ Sumitomo Mitsui Card

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	5,850	5,984	5,897
Male	2,957	3,037	3,062
Percentage of total	50.55%	50.75%	51.92%
Female	2,893	2,947	2,835
Percentage of total	49.45%	49.25%	48.08%
Average age	42 years 9 months	42 years 10 months	42 years 10 months
Male	44 years 4 months	44 years 2 months	43 years 7 months
Female	41 years 2 months	41 years 8 months	42 years 1 months
Average years of service	17 years 8 months	17 years 7 months	17 years 9 months
Male	19 years 2 months	18 years 6 months	17 years 10 months
Female	16 years 2 months	16 years 8 months	17 years 7 months
Number of women in managerial positions	86	97	141
Ratio of employees with disabilities (% of total) ^(*)	2.41%	2.66%	2.67%

(*) Number of employees. Excluding executives, advisors, counselors, accepted seconded employees, contract employees, and part-time employees.

(2) As of the end of March each year.

	April 2023	April 2024	April 2025
Number of new hires	103	167	163
Number of newly employed female graduates	39	43	70
Ratio of newly employed females to total new employees	37.9%	25.7%	42.9%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	178 (of which male 65 people)	171 (of which male 66 people)	180 (of which male 86 people)
Number of career hires	71	188	172

◆ SMBC Consumer Finance

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	2,594	2,576	2,556
Male	1,460	1,461	1,439
Percentage of total	56.28%	56.72%	56.30%
Female	1,134	1,115	1,117
Percentage of total	43.72%	43.28%	43.70%
Average age	42 years 12 months	43 years 8 months	44 years 2 months
Male	44 years 5 months	44 years 12 months	45 years 5 months
Female	41 years 1 months	41 years 11 months	42 years 7 months
Average years of service	17 years 1 months	17 years 9 months	18 years 3 months
Male	19 years 2 months	19 years 8 months	20 years 2 months
Female	14 years 6 months	15 years 4 months	15 years 11 months
Number of women in managerial positions	166	184	200
Ratio of employees with disabilities (% of total) ^(*)	2.67%	2.59%	2.87%

(*) SMBC Consumer Finance (standalone) number of employees. 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 the end of March each year

	April 2023	April 2024	April 2025
Number of new hires	35	48	60
Number of newly employed female graduates	12	22	23
Ratio of newly employed females to total new employees	34.3%	45.8%	38.3%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	34 (of which male 13 people)	37 (of which male 16 people)	44 (of which male 23 people)
Number of career hires	1	10	16

◆ Japan Research Institute

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	2,777	2,958	3,248
Male	2,000	2,125	2,286
Percentage of total	72.02%	71.84%	70.38%
Female	777	833	962
Percentage of total	27.98%	28.16%	29.62%
Average age ⁽²⁾	40 years 8 months	38 years 8 months	37 years 9 months
Male	41 years 3 months	39 years 1 months	38 years 2 months
Female	39 years 2 months	37 years 7 months	36 years 9 months
Average years of service	12 years 8 months	11 years 3 months	10 years 10 months
Male	13 years 1 months	11 years 4 months	11 years 1 months
Female	11 years 11 months	11 years 1 months	10 years 3 months
Ratio of employees with disabilities (% of total) ⁽²⁾	2.16%	2.22%	2.46%

(1) Number of employees. Including employees seconded to other companies, excluding executive officers, advisors, contract employees, part-time employees, temporary staff, locally hired employees at overseas branches, and employees of affiliates.

(2) As of the end of March each year

	April 2023	April 2024	April 2025
Number of new hires	168	245	318
Number of newly employed female graduates	52	74	105
Ratio of newly employed females to total new employees	31.0%	30.2%	33.0%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	44 (of which male 26 people)	109 (of which male 72 people)	100 (of which male 76 people)
Number of Career Hires ^(*)	134	225	265

(3) Excluding former bank employees transferred to the company.

◆ Sumitomo Mitsui DS Asset Management

	End of March 2023	End of March 2024	End of March 2025
Number of employees ^(*)	747	769	767
Male	509	516	500
Percentage of total	68.14%	67.10%	65.19%
Female	238	253	267
Percentage of total	31.86%	32.90%	34.81%
Average age	46 years 4 months	46 years 0 months	45 years 5 months
Male	47 years 11 months	47 years 6 months	46 years 10 months
Female	43 years 0 months	42 years 11 months	42 years 8 months
Average years of service	12 years 11 months	12 years 9 months	12 years 5 months
Male	13 years 4 months	13 years 3 months	12 years 11 months
Female	11 years 10 months	11 years 10 months	11 years 6 months
Number of women in managerial positions	11	13	11
Ratio of employees with disabilities (% of total)	—	—	2.57%

(1) Number of employees. This excludes directors, dispatched employees, and locally hired employees at overseas branches.

	April 2023	April 2024	April 2025
Number of new hires	20	22	18
Number of newly employed female graduates	8	13	8
Ratio of newly employed females to total new employees	40.0%	59.1%	44.4%

	Fiscal 2022	Fiscal 2023	Fiscal 2024
Number of employees taking parental leave	24 (of which male 12 people)	21 (of which male 10 people)	21 (of which male 14 people)
Number of career hires	32	37	37

Note: In April 2019, Sumitomo Mitsui Asset Management and Daiwa SB Investments merged to form a new company.