

◆ SMBC

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	24,615	24,432	24,321
Male	10,899	10,748	10,747
Percentage of total	44.28%	43.99%	44.19%
Female	13,716	13,684	13,574
Percentage of total	55.72%	56.01%	55.81%
Average age	40 Years 3 months	40 Years 9 months	41 Years 1 month
Male	41 Years 8 months	41 Years 10 months	41 Years 9 months
Female	39 Years 2 months	39 Years 11 months	40 Years 7 months
Average years of service	16 Years 3 months	16 Years 8 months	16 Years 11 months
Male	17 Years 2 months	17 Years 4 months	17 Years 2 months
Female	15 Years 6 months	16 Years 2 months	16 Years 9 months
Number of women in managerial positions	950	985	808
Ratio of employees with disabilities (% of total) ^(*)	2.89%	2.87%	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 each year

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	481	508	658
Number of newly employed female graduates	202	179	268
Ratio of newly employed females to total new employees	42.0%	35.2%	40.7%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	1,606 (of which male 671 people)	1,384 (of which male 524 people)	1,327 (of which male 531 people)
Number of career hires	207	252	237

◆ SMBC Trust Bank

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	1,804	1,880	1,926
Male	916	946	984
Percentage of total	50.78%	50.32%	51.09%
Female	888	934	942
Percentage of total	49.22%	49.68%	48.91%
Average age	45 Years 4 months	45 Years 9 months	46 Years 1 month
Male	46 Years 6 months	46 Years 11 months	47 Years 2 months
Female	44 Years 2 months	44 Years 7 months	45 Years 8 months
Average years of service	11 Years 0 months	11 Years 0 months	11 Years 9 months
Male	9 Years 8 months	10 Years 0 months	10 Years 6 months
Female	12 Years 5 months	12 Years 1 month	13 Years 1 month
Number of women in managerial positions	54	59	69
Ratio of employees with disabilities	2.40%	2.40%	2.27%

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

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	37	41	21
Number of newly employed female graduates	17	14	5
Ratio of newly employed females to total new employees	45.9%	34.1%	23.8%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	44 (of which male 20 people)	46 (of which male 24 people)	61 (of which male 28 people)
Number of career hires	78	67	52

◆ Sumitomo Mitsui Finance and Leasing

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	2,533	2,634	2,704
Male	1,566	1,574	1,586
Percentage of total	61.82%	59.76%	58.65%
Female	967	1,060	1,118
Percentage of total	38.18%	40.24%	41.35%
Average age	42 Years 7 months	42 Years 5 months	42 Years 1 month
Male	43 Years 10 months	43 Years 6 months	43 Years 3 months
Female	40 Years 8 months	40 Years 9 months	40 Years 6 months
Average years of service	14 Years 10 months	14 Years 1 month	13 Years 10 months
Male	16 Years 1 month	15 Years 5 months	15 Years 1 month
Female	12 Years 10 months	12 Years 2 months	12 Years 1 month
Number of women in managerial positions	91	108	133
Ratio of employees with disabilities (% of total) ^(*)	2.77%	2.66%	2.61%

(*) 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 each year

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	73	95	149
Number of newly employed female graduates	39	55	81
Ratio of newly employed females to total new employees	53.4%	57.9%	54.4%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	79 (of which male 45 people)	75 (of which male 51 people)	69 (of which male 39 people)
Number of career hires	72	105	90

◆ SMBC Nikko Securities

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	9,304	9,217	9,078
Male	5,688	5,557	5,393
Percentage of total	61.13%	60.29%	59.41%
Female	3,616	3,660	3,685
Percentage of total	38.87%	39.71%	40.59%
Average age	42 Years 7 months	42 Years 11 months	43 Years 2 months
Male	43 Years 3 months	43 Years 6 months	43 Years 9 months
Female	41 Years 6 months	42 Years 0 months	42 Years 4 months
Average length of service ^(*)	14 Years 6 months	14 Years 10 months	15 Years 3 months
Male	14 Years 2 months	14 Years 6 months	14 Years 10 months
Female	14 Years 11 months	15 Years 4 months	15 Years 9 months
Number of women in managerial positions	222	258	267
Ratio of employees with disabilities (% of total) ^(*)	2.82%	2.89%	2.83%

(*) 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

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	273	261	273
Number of newly employed female graduates	115	119	143
Ratio of newly employed females to total new employees	42.1%	45.6%	52.4%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking childcare leave ^(*)	410 (of which male 269 people)	328 (of which male 191 people)	322 (of which male 189 people)
Number of career hires	110	75	55

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

◆ Sumitomo Mitsui Card Company

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	5,984	5,897	5,931
Male	3,037	3,062	3,102
Percentage of total	50.75%	51.92%	52.30%
Female	2,947	2,835	2,829
Percentage of total	49.25%	48.08%	47.70%
Average age	42 Years 10 months	42 Years 10 months	42 Years 9 months
Male	44 Years 2 months	43 Years 7 months	43 Years 2 months
Female	41 Years 8 months	42 Years 1 month	42 Years 2 months
Average years of service	17 Years 7 months	17 Years 9 months	17 Years 6 months
Male	18 Years 6 months	17 Years 10 months	17 Years 4 months
Female	16 Years 8 months	17 Years 7 months	17 Years 8 months
Number of women in managerial positions	97	141	198
Ratio of employees with disabilities (% of total) ^(*)	2.66%	2.67%	2.99%

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

(*) As of the end of March each year

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	167	163	173
Number of newly employed female graduates	43	70	89
Ratio of newly employed females to total new employees	25.7%	42.9%	51.4%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	171 (of which male 66 people)	180 (of which male 86 people)	187 (of which male 91 people)
Number of career hires	188	172	198

◆ SMBC Consumer Finance

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	2,576	2,556	2,548
Male	1,461	1,439	1,436
Percentage of total	56.72%	56.30%	56.36%
Female	1,115	1,117	1,112
Percentage of total	43.28%	43.70%	43.64%
Average age	43 Years 8 months	44 Years 2 months	44 Years 10 months
Male	44 Years 12 months	45 Years 5 months	45 Years 11 months
Female	41 Years 11 months	42 Years 7 months	43 Years 7 months
Average years of service	17 Years 9 months	18 Years 3 months	18 Years 7 months
Male	19 Years 8 months	20 Years 2 months	20 Years 3 months
Female	15 Years 4 months	15 Years 11 months	16 Years 6 months
Number of women in managerial positions	184	200	226
Ratio of employees with disabilities (% of total) ^(*)	2.59%	2.87%	2.85%

(*) 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.

(*) As of the end of March each year

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	48	60	69
Number of newly employed female graduates	22	23	35
Ratio of newly employed females to total new employees	45.8%	38.3%	50.7%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	37 (of which male 16 people)	44 (of which male 23 people)	51 (of which male 26 people)
Number of career hires	10	16	32

◆ Japan Research Institute

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	2,958	3,248	4,859
Male	2,125	2,286	3,444
Percentage of total	71.84%	70.38%	70.88%
Female	833	962	1,415
Percentage of total	28.16%	29.62%	29.12%
Average age ^(*)	38 Years 8 months	37 Years 9 months	39 Years 7 months
Male	39 Years 1 month	38 Years 2 months	40 Years 4 months
Female	37 Years 7 months	36 Years 9 months	37 Years 9 months
Average years of service	11 Years 3 months	10 Years 10 months	13 Years 1 month
Male	11 Years 4 months	11 Years 1 month	13 Years 9 months
Female	11 Years 1 month	10 Years 3 months	11 Years 6 months
Number of women in managerial positions	87	101	103
Ratio of employees with disabilities (% of total) ^(*)	2.22%	2.46%	2.64%

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

(*) As of the end of March each year

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	245	318	461
Number of newly employed female graduates	74	105	159
Ratio of newly employed females to total new employees	30.2%	33.0%	34.5%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	109 (Of which male 72 people)	100 (of which male 76 people)	147 (of which male 107 people)
Number of mid-career hires ^(*)	225	265	220

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

◆ Sumitomo Mitsui DS Asset Management

(Persons, %)

	End of March 2024	End of March 2025	End of March 2026
Number of employees ^(*)	769	767	762
Male	516	500	489
Percentage of total	67.10%	65.19%	64.17%
Female	253	267	273
Percentage of total	32.90%	34.81%	35.83%
Average age	46 Years 0 months	45 Years 5 months	44 Years 9 months
Male	47 Years 6 months	46 Years 10 months	45 Years 10 months
Female	42 Years 11 months	42 Years 8 months	42 Years 9 months
Average years of service	12 Years 9 months	12 Years 5 months	12 Years 1 month
Male	13 Years 3 months	12 Years 11 months	12 Years 2 months
Female	11 Years 10 months	11 Years 6 months	11 Years 11 months
Number of women in managerial positions	13	11	17
Ratio of employees with disabilities	–	2.57%	2.65%

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

(Persons, %)

	April 2024	April 2025	April 2026
Number of new hires	22	18	19
Number of newly employed female graduates	13	8	11
Ratio of newly employed females to total new employees	59.1%	44.4%	57.9%

(Persons)

	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of employees taking parental leave	21 (of which male 10 people)	21 (of which male 14 people)	17 (of which male 12 people)
Number of career hires	37	37	34

Note: Established in April 2019 through a merger of Sumitomo Mitsui Asset Management and Daiwa SB Investments.