



# Employees

## ◆ SMBC

March 31	2014	2015	2016
Number of employees*	23,926	25,963	26,950
Male	12,493	13,087	13,196
Percentage of total	52.22%	50.41%	48.96%
Female	11,433	12,876	13,754
Percentage of total	47.78%	49.59%	51.04%
Average age	37 yrs 1 mos.	37 yrs 6 mos.	37 yrs 4 mos.
Male	40 yrs 3 mos.	41 yrs 1 mos.	40 yrs 11 mos.
Female	33 yrs 8 mos.	33 yrs 11 mos.	33 yrs 10 mos.
Average years of service	14 yrs 0 mos.	13 yrs 3 mos.	13 yrs 2 mos.
Male	16 yrs 7 mos.	16 yrs 0 mos.	15 yrs 11 mos.
Female	11 yrs 2 mos.	10 yrs 7 mos.	10 yrs 6 mos.
Number of women in managerial positions	480	567	743
Ratio of employees with disabilities (% of total)**	2.10%	2.07%	2.14%

\* 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 national staff at overseas branches.

\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires	652	787	893
Number of newly employed female graduates***	231	256	225
Ratio of newly employed females to total new employees	35.4%	32.5%	25.2%

\*\*\* Including *Sogoshoku* staff and *Sogoshoku* (retail course) employees. Excluding Business Career employees.

Fiscal	2013	2014	2015
Number of employees taking parental leave	1,127	1,513	2,188
<Men taking such leave>	<30>	<85>	<466>
Number of career hires	26	88	153

## ◆ SMBC Trust Bank

March 31	2016
Number of employees*	1,786
Male	719
Percentage of total	40.26%
Female	1,067
Percentage of total	59.74%
Average age	41 yrs 1 mos.
Male	42 yrs 5 mos.
Female	40 yrs 2 mos.
Average years of service	9 yrs 2 mos.
Male	9 yrs 6 mos.
Female	8 yrs 11 mos.
Number of women in managerial positions	89

\* 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.

April 1	2016
Number of new hires	24
Number of newly employed female graduates***	13
Ratio of newly employed females to total new employees	54.2%

Fiscal	2015
Number of employees taking parental leave	106
<Men taking such leave>	<1>
Number of career hires	60

Note: Numbers are shown from fiscal 2015 as there were changes due to the integration of Citibank Japan's retail banking business in November 2015.

## ◆ Sumitomo Mitsui Finance and Leasing

March 31	2014	2015	2016
Number of employees*	1,606	1,618	1,677
Male	1,019	1,034	1,069
Percentage of total	63.45%	63.91%	63.74%
Female	587	584	608
Percentage of total	36.55%	36.09%	36.26%
Average age	39 yrs 8 mos.	40 yrs 5 mos.	40 yrs 9 mos.
Male	41 yrs 11 mos.	42 yrs 5 mos.	42 yrs 9 mos.
Female	35 yrs 10 mos.	36 yrs 10 mos.	37 yrs 4 mos.
Average years of service	14 yrs 9 mos.	15 yrs 2 mos.	15 yrs 4 mos.
Male	16 yrs 9 mos.	17 yrs 0 mos.	17 yrs 3 mos.
Female	11 yrs 2 mos.	11 yrs 11 mos.	12 yrs 0 mos.
Number of women in managerial positions	24	29	41
Ratio of employees with disabilities (% of total)**	2.14%	2.22%	2.18%

\* 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).

\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires	24	41	43
Number of newly employed female graduates	6	11	16
Ratio of newly employed females to total new employees	25.0%	26.8%	37.2%

Fiscal	2013	2014	2015
Number of employees taking parental leave	51	58	68
<Men taking such leave>	<0>	<0>	<0>

## ◆ SMBC Nikko Securities

March 31	2014	2015	2016
Number of employees*	7,764	8,188	8,522
Male	4,939	5,166	5,347
Percentage of total	63.61%	63.09%	62.74%
Female	2,825	3,022	3,175
Percentage of total	36.39%	36.91%	37.26%
Average age	39 yrs 9 mos.	39 yrs 7 mos.	39 yrs 7 mos.
Male	40 yrs 9 mos.	40 yrs 8 mos.	40 yrs 7 mos.
Female	37 yrs 11 mos.	37 yrs 10 mos.	37 yrs 9 mos.
Average years of service	12 yrs 9 mos.	12 yrs 9 mos.	12 yrs 11 mos.
Male	12 yrs 11 mos.	13 yrs 0 mos.	13 yrs 1 mos.
Female	12 yrs 6 mos.	12 yrs 5 mos.	12 yrs 7 mos.
Number of women in managerial positions	75	114	139
Ratio of employees with disabilities (% of total)**	2.00%	1.94%	2.24%

\* The number of full-time employees. The following list of employees is deducted from the total number of employees: executive officers, part-time employees, employees of temporary employment agencies, and national staff at overseas branches.

\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires***	516	617	593
Number of newly employed female graduates	224	285	270
Ratio of newly employed females to total new employees	43.4%	46.2%	45.5%

\*\*\* Professional employees (Classes I–II), FA, and specialists

Fiscal	2013	2014	2015
Number of employees taking parental leave	287	289	316
<Men taking such leave>	<3>	<12>	<15>

### ◆ SMBC Friend Securities

March 31	2014	2015	2016
Number of employees*	1,855	1,862	1,769
Male	1,316	1,321	1,261
Percentage of total	70.94%	70.95%	71.28%
Female	539	541	508
Percentage of total	29.06%	29.05%	28.72%
Average age	38 yrs 11 mos.	37 yrs 10 mos.	38 yrs 10 mos.
Male	41 yrs 1 mos.	39 yrs 10 mos.	40 yrs 5 mos.
Female	33 yrs 8 mos.	32 yrs 11 mos.	33 yrs 9 mos.
Average years of service	15 yrs 3 mos.	14 yrs 11 mos.	14 yrs 8 mos.
Male	17 yrs 1 mos.	15 yrs 11 mos.	16 yrs 4 mos.
Female	10 yrs 6 mos.	9 yrs 8 mos.	10 yrs 6 mos.

\* 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 national staff at overseas branches.

April 1	2014	2015	2016
Number of new hires	245	180	239
Number of newly employed female graduates**	95	71	116
Ratio of newly employed females to total new employees	38.8%	39.4%	48.5%

\*\* Both non-area specified and area specified staff

Fiscal	2013	2014	2015
Number of employees taking parental leave	21	28	48
<Men taking such leave>	<0>	<0>	<6>

### ◆ Sumitomo Mitsui Card

March 31	2014	2015	2016
Number of employees*	2,367	2,402	2,447
Male	1,176	1,190	1,210
Percentage of total	49.68%	49.54%	49.45%
Female	1,191	1,212	1,237
Percentage of total	50.32%	50.46%	50.55%
Average age	38 yrs 1 mos.	39 yrs 1 mos.	39 yrs 5 mos.
Male	40 yrs 11 mos.	41 yrs 9 mos.	41 yrs 11 mos.
Female	35 yrs 4 mos.	36 yrs 5 mos.	36 yrs 11 mos.
Average years of service	12 yrs 8 mos.	13 yrs 4 mos.	13 yrs 8 mos.
Male	13 yrs 7 mos.	14 yrs 0 mos.	14 yrs 4 mos.
Female	11 yrs 10 mos.	12 yrs 7 mos.	13 yrs 1 mos.
Number of women in managerial positions**	26	26	30
Ratio of employees with disabilities (% of total)***	2.30%	2.24%	2.30%

\* The number of full-time employees. This excludes directors, consultants, advisors, part-time employees, affiliated companies (including employees seconded from other companies and organizations), and national staff at overseas branches.

\*\* Total of senior staff and group managers (including credit officers)

\*\*\* Computed based on single month of March

April 1	2014	2015	2016
Number of new hires	59	72	78
Number of newly employed female graduates	32	39	45
Ratio of newly employed females to total new employees	54.2%	54.2%	57.7%

Fiscal	2013	2014	2015
Number of employees taking parental leave	65	71	88
<Men taking such leave>	<9>	<13>	<14>
Number of career hires	16	24	147

### ◆ Cedyňa

March 31	2014	2015	2016
Number of employees*	3,192	3,213	3,258
Male	1,967	1,962	1,966
Percentage of total	61.62%	61.06%	60.34%
Female	1,225	1,251	1,292
Percentage of total	38.38%	38.94%	39.66%
Average age	41 yrs 2 mos.	41 yrs 7 mos.	41 yrs 9 mos.
Male	43 yrs 4 mos.	43 yrs 9 mos.	44 yrs 0 mos.
Female	37 yrs 6 mos.	38 yrs 0 mos.	38 yrs 4 mos.
Average years of service**	17 yrs 5 mos.	17 yrs 9 mos.	18 yrs 0 mos.
Male	19 yrs 5 mos.	19 yrs 10 mos.	20 yrs 1 mos.
Female	14 yrs 2 mos.	14 yrs 6 mos.	14 yrs 9 mos.
Number of women in managerial positions	29	38	48
Ratio of employees with disabilities (% of total)***	1.81%	2.06%	2.10%

\* Excluding employees seconded from other companies, employees on short-term contracts and part-time employees.

\*\* Retroactive revisions have been made to previous fiscal years due to change in calculation methodology.

\*\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires	69	87	114
Number of newly employed female graduates	45	54	68
Ratio of newly employed females to total new employees	65.2%	62.1%	59.6%

Fiscal	2013	2014	2015
Number of employees taking parental leave****	89	94	89
<Men taking such leave>	<4>	<1>	<2>
Number of career hires	27	24	35

\*\*\*\* Including employees on short-term childcare leave. Retroactive revisions have been made to previous fiscal years due to change in calculation methodology.

### ◆ SMBC Consumer Finance

March 31	2014	2015	2016
Number of employees*	2,531	2,582	2,682
Male	1,426	1,445	1,485
Percentage of total	56.34%	55.96%	55.37%
Female	1,105	1,137	1,197
Percentage of total	43.66%	44.04%	44.63%
Average age	38 yrs 2 mos.	38 yrs 5 mos.	38 yrs 11 mos.
Male	39 yrs 11 mos.	40 yrs 3 mos.	40 yrs 10 mos.
Female	36 yrs 2 mos.	36 yrs 5 mos.	36 yrs 8 mos.
Average years of service	11 yrs 4 mos.	11 yrs 7 mos.	12 yrs 0 mos.
Male	14 yrs 1 mos.	14 yrs 6 mos.	14 yrs 11 mos.
Female	7 yrs 8 mos.	7 yrs 11 mos.	8 yrs 3 mos.
Number of women in managerial positions	39	49	76
Ratio of employees with disabilities (% of total)**	1.86%	2.09%	2.12%

\* 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, national staff at overseas branches, executive officers, part-time employees, and employees of temporary employment agencies.

\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires	40	49	55
Number of newly employed female graduates	26	30	31
Ratio of newly employed females to total new employees	65.0%	61.2%	56.4%

Fiscal	2013	2014	2015
Number of employees taking parental leave***	68	66	81
<Men taking such leave>	<1>	<1>	<1>
Number of career hires	5	3	8

\*\*\* Including employees who retired during the fiscal year

# ◆ Japan Research Institute

March 31	2014	2015	2016
Number of employees*	2,247	2,288	2,397
Male	1,705	1,722	1,796
Percentage of total	75.88%	75.26%	74.93%
Female	542	566	601
Percentage of total	24.12%	24.74%	25.07%
Average age	40 yrs 3 mos.	40 yrs 6 mos.	40 yrs 6 mos.
Male	41 yrs 0 mos.	41 yrs 2 mos.	41 yrs 1 mos.
Female	38 yrs 1 mos.	38 yrs 7 mos.	38 yrs 10 mos.
Average years of service	11 yrs 3 mos.	11 yrs 5 mos.	11 yrs 5 mos.
Male	11 yrs 7 mos.	11 yrs 10 mos.	11 yrs 9 mos.
Female	10 yrs 0 mos.	10 yrs 4 mos.	10 yrs 6 mos.
Ratio of employees with disabilities (% of total)**	1.98%	2.00%	2.14%

\* 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 national staff at overseas branches.

\*\* As of March 31 of respective years

April 1	2014	2015	2016
Number of new hires	68	86	118
Number of newly employed female graduates***	17	23	41
Ratio of newly employed females to total new employees	25.0%	26.7%	34.7%

\*\*\* Including only *Sogoshoku* employees. *Ippanshoku* employees are excluded.

Fiscal	2013	2014	2015
Number of employees taking parental leave <Men taking such leave>	35 <7>	49 <12>	53 <10>

# ◆ THE MINATO BANK

March 31	2014	2015	2016
Number of employees*	1,928	1,949	1,960
Male	1,215	1,211	1,180
Percentage of total	63.02%	62.13%	60.20%
Female	713	738	780
Percentage of total	36.98%	37.87%	39.80%
Average age	40 yrs 11 mos.	40 yrs 11 mos.	40 yrs 11 mos.
Male	44 yrs 1 mos.	43 yrs 11 mos.	44 yrs 0 mos.
Female	35 yrs 7 mos.	36 yrs 0 mos.	36 yrs 4 mos.
Average years of service	16 yrs 7 mos.	16 yrs 7 mos.	16 yrs 6 mos.
Male	19 yrs 8 mos.	19 yrs 8 mos.	19 yrs 9 mos.
Female	11 yrs 3 mos.	11 yrs 5 mos.	11 yrs 6 mos.
Number of women in managerial positions**	91	97	109

\* The number of full-time employees including employees seconded to other companies or organizations. The following list of employee is deducted from the total number of employees: executive officers, employees on short-term contracts, and part-time employees.

\*\* As of March 31. Number of employees from supervisor level upwards.

April 1	2014	2015	2016
Number of new hires	88	111	130
Number of newly employed female graduates	41	64	71
Ratio of newly employed females to total new employees	46.6%	57.7%	54.6%

Fiscal	2013	2014	2015
Number of employees taking parental leave*** <Men taking such leave>	69 <0>	84 <0>	108 <15>

\*\*\* Retroactive revisions have been made to previous fiscal years due to change in calculation methodology.

# ◆ Kansai Urban Banking

March 31	2014	2015	2016
Number of employees*	2,567	2,513	2,546
Male	1,701	1,628	1,603
Percentage of total	66.26%	64.78%	62.96%
Female	866	885	943
Percentage of total	33.74%	35.22%	37.04%
Average age	40 yrs 2 mos.	40 yrs 0 mos.	39 yrs 10 mos.
Male	43 yrs 3 mos.	42 yrs 11 mos.	42 yrs 10 mos.
Female	34 yrs 3 mos.	34 yrs 8 mos.	34 yrs 9 mos.
Average years of service	16 yrs 11 mos.	16 yrs 8 mos.	16 yrs 6 mos.
Male	19 yrs 5 mos.	19 yrs 2 mos.	19 yrs 5 mos.
Female	11 yrs 9 mos.	12 yrs 2 mos.	12 yrs 2 mos.
Number of women in managerial positions**	138	150	164
Ratio of employees with disabilities (% of total)***	1.68%	1.85%	2.22%

\* The number of full-time employees, including employees seconded to other companies and organizations. The following list of employee is deducted from the total number of employees: executive officers, employees on short-term contracts, part-time employees, and employees of temporary employment agencies.

\*\* As of March 31; however, it is applicable only to those employees with deputy positions or any other positions higher than deputy position

\*\*\* As of March 1 of respective years

April 1	2014	2015	2016
Number of new hires	118	169	194
Number of newly employed female graduates	70	105	119
Ratio of newly employed females to total new employees	59.3%	62.1%	61.3%

Fiscal	2013	2014	2015
Number of employees taking parental leave <Men taking such leave>	91 <0>	99 <1>	101 <0>

\* The combined employment ratio for persons with disabilities for the above 11 companies was 2.11% as of March 2016.