



Employees

◆ SMBC

March 31	2015	2016	2017
Number of employees*	25,963	26,950	27,904
Male	13,087	13,196	13,261
Percentage of total	50.41%	48.96%	47.52%
Female	12,876	13,754	14,643
Percentage of total	49.59%	51.04%	52.48%
Average age	37 yrs 6 mos.	37 yrs 4 mos.	37 yrs 1 mos.
Male	41 yrs 1 mos.	40 yrs 11 mos.	40 yrs 7 mos.
Female	33 yrs 11 mos.	33 yrs 10 mos.	33 yrs 11 mos.
Average years of service	13 yrs 3 mos.	13 yrs 2 mos.	13 yrs 0 mos.
Male	16 yrs 0 mos.	15 yrs 11 mos.	15 yrs 9 mos.
Female	10 yrs 7 mos.	10 yrs 6 mos.	10 yrs 5 mos.
Number of women in managerial positions	567	743	911
Ratio of employees with disabilities (% of total)**	2.07%	2.14%	2.28%

* 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.

** As of March 1 of respective years

April 1***	2015	2016	2017
Number of new hires	1,813	1,916	1,347
Number of newly employed female graduates	1,282	1,248	842
Ratio of newly employed females to total new employees	70.7%	65.1%	62.5%

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

Fiscal	2014	2015	2016
Number of employees taking parental leave <Men taking such leave>	1,513 <85>	2,188 <466>	2,236 <332>
Number of career hires	88	153	117

◆ SMBC Trust Bank

March 31	2016	2017
Number of employees*	1,786	1,930
Male	719	875
Percentage of total	40.26%	45.34%
Female	1,067	1,055
Percentage of total	59.74%	54.66%
Average age	41 yrs 1 mos.	41 yrs 1 mos.
Male	42 yrs 5 mos.	44 yrs 5 mos.
Female	40 yrs 2 mos.	40 yrs 2 mos.
Average years of service	9 yrs 2 mos.	8 yrs 7 mos.
Male	9 yrs 6 mos.	8 yrs 7 mos.
Female	8 yrs 11 mos.	8 yrs 11 mos.
Number of women in managerial positions	89	97

* 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	2017
Number of new hires	24	56
Number of newly employed female graduates	13	26
Ratio of newly employed females to total new employees	54.2%	46.4%

Fiscal	2015	2016
Number of employees taking parental leave <Men taking such leave>	106 <1>	95 <1>
Number of career hires	60	322

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	2015	2016	2017
Number of employees*	1,618	1,677	1,712
Male	1,034	1,069	1,089
Percentage of total	63.91%	63.74%	63.61%
Female	584	608	623
Percentage of total	36.09%	36.26%	36.39%
Average age	40 yrs 5 mos.	40 yrs 9 mos.	41 yrs 1 mos.
Male	42 yrs 5 mos.	42 yrs 9 mos.	43 yrs 0 mos.
Female	36 yrs 10 mos.	37 yrs 4 mos.	37 yrs 9 mos.
Average years of service	15 yrs 2 mos.	15 yrs 4 mos.	15 yrs 6 mos.
Male	17 yrs 0 mos.	17 yrs 3 mos.	17 yrs 3 mos.
Female	11 yrs 11 mos.	12 yrs 0 mos.	12 yrs 4 mos.
Number of women in managerial positions**	4	17	19
Ratio of employees with disabilities (% of total)***	2.22%	2.18%	2.32%

* 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).

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

*** As of March 1 of respective years

April 1	2015	2016	2017
Number of new hires	41	43	44
Number of newly employed female graduates	11	16	17
Ratio of newly employed females to total new employees	26.8%	37.2%	38.6%

Fiscal	2014	2015	2016
Number of employees taking parental leave <Men taking such leave>	58 <0>	68 <0>	135 <56>

◆ SMBC Nikko Securities

March 31	2015	2016	2017
Number of employees*	8,188	8,522	8,938
Male	5,166	5,347	5,529
Percentage of total	63.09%	62.74%	61.86%
Female	3,022	3,175	3,409
Percentage of total	36.91%	37.26%	38.14%
Average age	39 yrs 7 mos.	39 yrs 7 mos.	39 yrs 7 mos.
Male	40 yrs 8 mos.	40 yrs 7 mos.	40 yrs 5 mos.
Female	37 yrs 10 mos.	37 yrs 9 mos.	37 yrs 10 mos.
Average years of service	12 yrs 9 mos.	12 yrs 11 mos.	12 yrs 10 mos.
Male	13 yrs 0 mos.	13 yrs 1 mos.	13 yrs 2 mos.
Female	12 yrs 5 mos.	12 yrs 7 mos.	12 yrs 5 mos.
Number of women in managerial positions	114	139	154
Ratio of employees with disabilities (% of total)**	1.94%	2.24%	2.25%

* 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 locally hired employees at overseas branches.

** As of March 1 of respective years

April 1	2015	2016	2017
Number of new hires***	617	593	516
Number of newly employed female graduates	285	270	285
Ratio of newly employed females to total new employees	46.2%	45.5%	55.2%

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

Fiscal	2014	2015	2016
Number of employees taking parental leave <Men taking such leave>	289 <12>	316 <15>	302 <17>

◆ SMBC Friend Securities

March 31	2015	2016	2017
Number of employees*	1,862	1,769	1,791
Male	1,321	1,261	1,264
Percentage of total	70.95%	71.28%	70.58%
Female	541	508	527
Percentage of total	29.05%	28.72%	29.42%
Average age	37 yrs 10 mos.	38 yrs 10 mos.	38 yrs 5 mos.
Male	39 yrs 10 mos.	40 yrs 5 mos.	40 yrs 4 mos.
Female	32 yrs 11 mos.	33 yrs 9 mos.	33 yrs 9 mos.
Average years of service	14 yrs 11 mos.	14 yrs 8 mos.	14 yrs 7 mos.
Male	15 yrs 11 mos.	16 yrs 4 mos.	16 yrs 3 mos.
Female	9 yrs 8 mos.	10 yrs 6 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 locally hired employees at overseas branches.

April 1	2015	2016	2017
Number of new hires	180	239	109
Number of newly employed female graduates**	71	116	43
Ratio of newly employed females to total new employees	39.4%	48.5%	39.4%

** Both non-area specified and area specified staff

Fiscal	2014	2015	2016
Number of employees taking parental leave	28	48	69
<Men taking such leave>	<0>	<6>	<1>

◆ Sumitomo Mitsui Card

March 31	2015	2016	2017
Number of employees*	2,402	2,447	2,450
Male	1,190	1,210	1,151
Percentage of total	49.54%	49.45%	46.98%
Female	1,212	1,237	1,299
Percentage of total	50.46%	50.55%	53.02%
Average age	39 yrs 1 mos.	39 yrs 5 mos.	38 yrs 10 mos.
Male	41 yrs 9 mos.	41 yrs 11 mos.	40 yrs 11 mos.
Female	36 yrs 5 mos.	36 yrs 11 mos.	36 yrs 11 mos.
Average years of service	13 yrs 4 mos.	13 yrs 8 mos.	14 yrs 5 mos.
Male	14 yrs 0 mos.	14 yrs 4 mos.	15 yrs 9 mos.
Female	12 yrs 7 mos.	13 yrs 1 mos.	13 yrs 4 mos.
Number of women in managerial positions**	26	30	40
Ratio of employees with disabilities (% of total)***	2.24%	2.30%	2.32%

* 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 locally hired employees at overseas branches.

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

*** Computed based on single month of March

April 1	2015	2016	2017
Number of new hires	72	78	86
Number of newly employed female graduates	39	45	46
Ratio of newly employed females to total new employees	54.2%	57.7%	53.5%

Fiscal	2014	2015	2016
Number of employees taking parental leave****	151	174	172
<Men taking such leave>	<13>	<14>	<19>
Number of career hires	22	23	21

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

◆ Cedyne

March 31	2015	2016	2017
Number of employees*	3,213	3,258	3,389
Male	1,962	1,966	1,998
Percentage of total	61.06%	60.34%	58.96%
Female	1,251	1,292	1,391
Percentage of total	38.94%	39.66%	41.04%
Average age	41 yrs 7 mos.	41 yrs 9 mos.	42 yrs 1 mos.
Male	43 yrs 9 mos.	44 yrs 0 mos.	44 yrs 6 mos.
Female	38 yrs 0 mos.	38 yrs 4 mos.	38 yrs 8 mos.
Average years of service	17 yrs 9 mos.	18 yrs 0 mos.	18 yrs 0 mos.
Male	19 yrs 10 mos.	20 yrs 1 mos.	20 yrs 2 mos.
Female	14 yrs 6 mos.	14 yrs 9 mos.	14 yrs 11 mos.
Number of women in managerial positions	38	48	62
Ratio of employees with disabilities (% of total)**	2.06%	2.10%	2.14%

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

** As of March 1 of respective years

April 1	2015	2016	2017
Number of new hires	87	114	58
Number of newly employed female graduates	54	68	23
Ratio of newly employed females to total new employees	62.1%	59.6%	39.7%

Fiscal	2014	2015	2016
Number of employees taking parental leave***	142	155	141
<Men taking such leave>	<1>	<2>	<2>
Number of career hires	24	35	0

*** 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	2015	2016	2017
Number of employees*	2,582	2,682	2,874
Male	1,445	1,485	1,624
Percentage of total	55.96%	55.37%	56.51%
Female	1,137	1,197	1,250
Percentage of total	44.04%	44.63%	43.49%
Average age	38 yrs 5 mos.	38 yrs 11 mos.	39 yrs 7 mos.
Male	40 yrs 3 mos.	40 yrs 10 mos.	41 yrs 4 mos.
Female	36 yrs 5 mos.	36 yrs 8 mos.	37 yrs 3 mos.
Average years of service	11 yrs 7 mos.	12 yrs 0 mos.	12 yrs 4 mos.
Male	14 yrs 6 mos.	14 yrs 11 mos.	15 yrs 0 mos.
Female	7 yrs 11 mos.	8 yrs 3 mos.	8 yrs 10 mos.
Number of women in managerial positions	49	76	96
Ratio of employees with disabilities (% of total)**	2.09%	2.12%	2.23%

* 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, part-time employees, and employees of temporary employment agencies.

** As of February 28 of respective years

April 1	2015	2016	2017
Number of new hires	49	55	49
Number of newly employed female graduates	30	31	27
Ratio of newly employed females to total new employees	61.2%	56.4%	55.1%

Fiscal	2014	2015	2016
Number of employees taking parental leave***	66	81	84
<Men taking such leave>	<1>	<1>	<1>
Number of career hires	3	8	1

*** Including employees who retired during the fiscal year

◆ Japan Research Institute

March 31	2015	2016	2017
Number of employees*	2,288	2,397	2,464
Male	1,722	1,796	1,836
Percentage of total	75.26%	74.93%	74.51%
Female	566	601	628
Percentage of total	24.74%	25.07%	25.49%
Average age	40 yrs 6 mos.	40 yrs 6 mos.	40 yrs 6 mos.
Male	41 yrs 2 mos.	41 yrs 1 mos.	41 yrs 1 mos.
Female	38 yrs 7 mos.	38 yrs 10 mos.	38 yrs 9 mos.
Average years of service	11 yrs 5 mos.	11 yrs 5 mos.	11 yrs 6 mos.
Male	11 yrs 10 mos.	11 yrs 9 mos.	11 yrs 9 mos.
Female	10 yrs 4 mos.	10 yrs 6 mos.	10 yrs 8 mos.
Ratio of employees with disabilities (% of total)**	2.00%	2.14%	2.68%

* 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.

** As of March 31 of respective years

April 1	2015	2016	2017
Number of new hires	86	118	103
Number of newly employed female graduates***	23	41	32
Ratio of newly employed females to total new employees	26.7%	34.7%	31.1%

*** Including only *Sogashoku* employees. *Ippanshoku* employees are excluded.

Fiscal	2014	2015	2016
Number of employees taking parental leave	49	53	69
<Men taking such leave>	<12>	<10>	<24>

◆ Sumitomo Mitsui Asset Management

March 31	2017
Number of employees*	582
Male	421
Percentage of total	72.34%
Female	161
Percentage of total	27.66%
Average age	44 yrs 4 mos.
Male	46 yrs 2 mos.
Female	39 yrs 6 mos.
Average years of service**	7 yrs 9 mos.
Male	8 yrs 0 mos.
Female	6 yrs 11 mos.
Number of women in managerial positions	8

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

** New employees joining due to mergers are calculated based on the merger date

April 1	2017
Number of new hires	10
Number of newly employed female graduates	5
Ratio of newly employed females to total new employees	50.0%

Fiscal	2016
Number of employees taking parental leave	15
<Men taking such leave>	<0>
Number of career hires	24

Note: Information for Sumitomo Mitsui Asset Management Company, Limited, is displayed from fiscal 2016 as this company became a consolidated subsidiary of SMFG in July 2016.

- The combined employment ratio for persons with disabilities for the above 10 companies was 2.21% as of March 2017.