

## ◆ SMBC

March 31	2016	2017	2018
Number of employees*	26,950	27,904	27,935
Male	13,196	13,261	12,989
Percentage of total	48.96%	47.52%	46.50%
Female	13,754	14,643	14,946
Percentage of total	51.04%	52.48%	53.50%
Average age	37 yrs 4 mos.	37 yrs 1 mos.	37 yrs 1 mos.
Male	40 yrs 11 mos.	40 yrs 7 mos.	40 yrs 5 mos.
Female	33 yrs 10 mos.	33 yrs 11 mos.	34 yrs 2 mos.
Average years of service	13 yrs 2 mos.	13 yrs 0 mos.	13 yrs 1 mos.
Male	15 yrs 11 mos.	15 yrs 9 mos.	15 yrs 10 mos.
Female	10 yrs 6 mos.	10 yrs 5 mos.	10 yrs 9 mos.
Number of women in managerial positions	743	911	1,022
Ratio of employees with disabilities (% of total)**	2.14%	2.28%	2.38%

\* 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	2016	2017	2018
Number of new hires	1,916	1,347	803
Number of newly employed female graduates	1,248	842	372
Ratio of newly employed females to total new employees	65.1%	62.5%	46.3%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	2,188 <466>	2,236 <332>	2,277 <234>
Number of career hires	153	117	34

## ◆ SMBC Trust Bank

March 31	2016	2017	2018
Number of employees*	1,786	1,930	1,937
Male	719	875	907
Percentage of total	40.26%	45.34%	46.82%
Female	1,067	1,055	1,030
Percentage of total	59.74%	54.66%	53.18%
Average age	41 yrs 1 mos.	41 yrs 1 mos.	42 yrs 5 mos.
Male	42 yrs 5 mos.	44 yrs 5 mos.	44 yrs 4 mos.
Female	40 yrs 2 mos.	40 yrs 2 mos.	40 yrs 9 mos.
Average years of service	9 yrs 2 mos.	8 yrs 7 mos.	9 yrs 1 mos.
Male	9 yrs 6 mos.	8 yrs 7 mos.	8 yrs 6 mos.
Female	8 yrs 11 mos.	8 yrs 11 mos.	9 yrs 7 mos.
Number of women in managerial positions	89	97	90
Ratio of employees with disabilities (% of total)**	1.28%	1.87%	1.96%

\* 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.

\*\* The legally mandated number of employees with disabilities had been hired as of March 31, 2018.

April 1	2016	2017	2018
Number of new hires	24	56	54
Number of newly employed female graduates	13	26	28
Ratio of newly employed females to total new employees	54.2%	46.4%	51.9%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	106 <1>	95 <1>	94 <1>
Number of career hires	60	322	54

## ◆ Sumitomo Mitsui Finance and Leasing

March 31	2016	2017	2018
Number of employees*	1,677	1,712	1,727
Male	1,069	1,089	1,097
Percentage of total	63.74%	63.61%	63.52%
Female	608	623	630
Percentage of total	36.26%	36.39%	36.48%
Average age	40 yrs 9 mos.	41 yrs 1 mos.	41 yrs 6 mos.
Male	42 yrs 9 mos.	43 yrs 0 mos.	43 yrs 4 mos.
Female	37 yrs 4 mos.	37 yrs 9 mos.	38 yrs 3 mos.
Average years of service	15 yrs 4 mos.	15 yrs 6 mos.	15 yrs 9 mos.
Male	17 yrs 3 mos.	17 yrs 3 mos.	17 yrs 6 mos.
Female	12 yrs 0 mos.	12 yrs 4 mos.	12 yrs 9 mos.
Number of women in managerial positions	17	19	20
Ratio of employees with disabilities (% of total)**	2.18%	2.32%	2.19%

\* 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	2016	2017	2018
Number of new hires	43	44	53
Number of newly employed female graduates	16	17	20
Ratio of newly employed females to total new employees	37.2%	38.6%	37.7%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	68 <0>	135 <56>	74 <47>

## ◆ SMBC Nikko Securities

March 31	2016	2017	2018
Number of employees*	8,522	8,938	10,594
Male	5,347	5,529	6,613
Percentage of total	62.74%	61.86%	62.42%
Female	3,175	3,409	3,981
Percentage of total	37.26%	38.14%	37.58%
Average age	39 yrs 7 mos.	39 yrs 7 mos.	39 yrs 6 mos.
Male	40 yrs 7 mos.	40 yrs 5 mos.	40 yrs 9 mos.
Female	37 yrs 9 mos.	37 yrs 10 mos.	37 yrs 6 mos.
Average years of service**	12 yrs 11 mos.	12 yrs 10 mos.	11 yrs 10 mos.
Male	13 yrs 1 mos.	13 yrs 2 mos.	12 yrs 1 mos.
Female	12 yrs 7 mos.	12 yrs 5 mos.	11 yrs 5 mos.
Number of women in managerial positions	139	154	166
Ratio of employees with disabilities (% of total)***	2.24%	2.25%	2.16%

\* Including employees seconded from other companies; excluding employees seconded to other companies, executive officers, part-time employees, dispatched employees, locally hired employees (LH) at overseas branches.

\*\* 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.

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

April 1	2016	2017	2018
Number of new hires	593	516	354
Number of newly employed female graduates	270	285	133
Ratio of newly employed females to total new employees	45.5%	55.2%	37.6%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	316 <15>	302 <17>	399 <62>

Note: The merger with SMBC Friend Securities was conducted in January 2018.

### ◆ Sumitomo Mitsui Card

March 31	2016	2017	2018
Number of employees*	2,447	2,450	2,490
Male	1,210	1,151	1,159
Percentage of total	49.45%	46.98%	46.55%
Female	1,237	1,299	1,331
Percentage of total	50.55%	53.02%	53.45%
Average age	39 yrs 5 mos.	38 yrs 10 mos.	39 yrs 1 mos.
Male	41 yrs 11 mos.	40 yrs 11 mos.	41 yrs 1 mos.
Female	36 yrs 11 mos.	36 yrs 11 mos.	37 yrs 4 mos.
Average years of service	13 yrs 8 mos.	14 yrs 5 mos.	14 yrs 9 mos.
Male	14 yrs 4 mos.	15 yrs 9 mos.	16 yrs 0 mos.
Female	13 yrs 1 mos.	13 yrs 4 mos.	13 yrs 8 mos.
Number of women in managerial positions**	30	40	48
Ratio of employees with disabilities (% of total)***	2.30%	2.32%	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	2016	2017	2018
Number of new hires	78	86	69
Number of newly employed female graduates	45	46	42
Ratio of newly employed females to total new employees	57.7%	53.5%	60.9%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	174 <14>	172 <19>	187 <29>
Number of career hires	23	21	23

### ◆ Cedyne

March 31	2016	2017	2018
Number of employees*	3,258	3,389	3,425
Male	1,966	1,998	1,971
Percentage of total	60.34%	58.96%	57.55%
Female	1,292	1,391	1,454
Percentage of total	39.66%	41.04%	42.45%
Average age	41 yrs 9 mos.	42 yrs 1 mos.	42 yrs 8 mos.
Male	44 yrs 0 mos.	44 yrs 6 mos.	44 yrs 10 mos.
Female	38 yrs 4 mos.	38 yrs 8 mos.	39 yrs 7 mos.
Average years of service	18 yrs 0 mos.	18 yrs 0 mos.	18 yrs 2 mos.
Male	20 yrs 1 mos.	20 yrs 2 mos.	20 yrs 6 mos.
Female	14 yrs 9 mos.	14 yrs 11 mos.	15 yrs 1 mos.
Number of women in managerial positions	48	62	75
Ratio of employees with disabilities (% of total)**	2.10%	2.14%	2.39%

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

\*\* As of March 31 of respective years

April 1	2016	2017	2018
Number of new hires	114	58	60
Number of newly employed female graduates	68	23	38
Ratio of newly employed females to total new employees	59.6%	39.7%	63.3%

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	155 <2>	141 <2>	136 <3>
Number of career hires	35	0	0

### ◆ SMBC Consumer Finance

March 31	2016	2017	2018
Number of employees*	2,682	2,874	2,809
Male	1,485	1,624	1,597
Percentage of total	55.37%	56.51%	56.85%
Female	1,197	1,250	1,212
Percentage of total	44.63%	43.49%	43.15%
Average age	38 yrs 11 mos.	39 yrs 7 mos.	40 yrs 5 mos.
Male	40 yrs 10 mos.	41 yrs 4 mos.	42 yrs 2 mos.
Female	36 yrs 8 mos.	37 yrs 3 mos.	38 yrs 1 mos.
Average years of service	12 yrs 0 mos.	12 yrs 4 mos.	13 yrs.
Male	14 yrs 11 mos.	15 yrs 0 mos.	15 yrs 10 mos.
Female	8 yrs 3 mos.	8 yrs 10 mos.	9 yrs 7 mos.
Number of women in managerial positions	76	96	112
Ratio of employees with disabilities (% of total)**	2.12%	2.23%	2.32%

\* 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 March 31 of respective years

April 1	2016	2017	2018
Number of new hires	55	49	55
Number of newly employed female graduates	31	27	24
Ratio of newly employed females to total new employees	56.4%	55.1%	43.6%

Fiscal	2015	2016	2017
Number of employees taking parental leave*** <Men taking such leave>	81 <1>	84 <1>	91 <3>
Number of career hires	8	1	1

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

### ◆ Japan Research Institute

March 31	2016	2017	2018
Number of employees*	2,397	2,464	2,499
Male	1,796	1,836	1,850
Percentage of total	74.93%	74.51%	74.03%
Female	601	628	649
Percentage of total	25.07%	25.49%	25.97%
Average age	40 yrs 6 mos.	40 yrs 6 mos.	40 yrs 7 mos.
Male	41 yrs 1 mos.	41 yrs 1 mos.	41 yrs 2 mos.
Female	38 yrs 10 mos.	38 yrs 9 mos.	38 yrs 11 mos.
Average years of service	11 yrs 5 mos.	11 yrs 6 mos.	11 yrs 11 mos.
Male	11 yrs 9 mos.	11 yrs 9 mos.	12 yrs 3 mos.
Female	10 yrs 6 mos.	10 yrs 8 mos.	11 yrs 0 mos.
Ratio of employees with disabilities (% of total)**	2.14%	2.68%	2.40%

\* The number of full-time employees, including employees seconded to other companies and organizations and employees seconded from other companies and organizations. The following list of employees is deducted from the total number of employees: executive officers, consultants, 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.

\*\* As of March 31 of respective years

April 1	2016	2017	2018
Number of new hires	118	103	105
Number of newly employed female graduates***	41	32	32
Ratio of newly employed females to total new employees	34.7%	31.1%	30.5%

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

Fiscal	2015	2016	2017
Number of employees taking parental leave <Men taking such leave>	53 <10>	69 <24>	64 <21>
Number of career hires****	46	32	33

\*\*\*\* Excluding employees of temporary employment agencies converted to direct employees and former bank employees transferred to the company

◆ Sumitomo Mitsui Asset Management

March 31	2017	2018
Number of employees*	582	593
Male	421	423
Percentage of total	72.34%	71.33%
Female	161	170
Percentage of total	27.66%	28.67%
Average age	44 yrs 4 mos.	44 yrs 7 mos.
Male	46 yrs 2 mos.	46 yrs 6 mos.
Female	39 yrs 6 mos.	39 yrs 11 mos.
Average years of service**	7 yrs 9 mos.	8 yrs 2 mos.
Male	8 yrs 0 mos.	8 yrs 6 mos.
Female	6 yrs 11 mos.	7 yrs 4 mos.
Number of women in managerial positions	8	10

\* 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	2018
Number of new hires	10	11
Number of newly employed female graduates	5	5
Ratio of newly employed females to total new employees	50.0%	45.5%

Fiscal	2016	2017
Number of employees taking parental leave	15	11
<Men taking such leave>	<0>	<1>
Number of career hires	24	34

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