



# Main Work-Life Balance Support System

|                                     | Parental leave   | Leave for taking care of sick children  | Shorter working hours  | Restrictions on overtime   | Exemption from late-night work   | Other principal systems  |  |
|-------------------------------------|--|---|--|--|--|--|--|
| SMBC                                | 18 months or maximum of 2 years in case of inability to place in daycare center  | Until March 31 of the 6th grade (10 days per annum per child; 20 days for two or more children)<br>Applicable for caring for sick children as well as for school events and other reasons | Employees can choose shorter working hours for each day or fewer days worked per week, both applicable until March 31 of the 6th grade   | Until March 31 of the 6th grade  | Until March 31 of the 6th grade  | <ul style="list-style-type: none"> <li>Short-term childcare leave</li> <li>Work relocations</li> <li>Primary Work Location Registration system</li> <li>Work Location of Choice system</li> <li>Childcare subsidies</li> <li>Leave for nursing care</li> <li>Shorter working hours allowed for nursing care</li> <li>Nursing care leave system (by the hour)</li> </ul>  | <ul style="list-style-type: none"> <li>Career design leave system</li> <li>System for rehiring former employees</li> <li>Special leave for childbirth</li> <li>Carryover leave (infertility treatment)</li> <li>Half-day leave</li> <li>Teleworking system</li> <li>Staggered working hours</li> <li>Dual-Career Support system for side work</li> </ul>   |
| SMBC Trust Bank                     | 1 year or maximum of 18 months in case of inability to place in daycare center<br>Up to 26 months if other conditions are met            | Until March 31 of the 6th grade (10 days per annum per child; 20 days for two or more children)<br>Can be acquired on a by-hour, half-day, or full-day basis                              | Employees can work shortened hours equivalent to working a minimum of 6 hours per day until March 31 of the 6th grade  | Until March 31 of the 6th grade  | Until March 31 of the 6th grade  | <ul style="list-style-type: none"> <li>Flexitime system</li> <li>Flexibility in the work place</li> <li>Paternity leave (3 days)</li> <li>Leave for nursing care</li> <li>Shorter working hours allowed for nursing care</li> </ul>  | <ul style="list-style-type: none"> <li>Family care time off (by the hour)</li> <li>Family support leave</li> <li>Short-term childcare leave</li> <li>Annual leave in hour increments</li> </ul>  |
| Sumitomo Mitsui Finance and Leasing | 1 year or maximum of 2 years in case of inability to place in daycare center   | Until the entry into elementary school (5 days per annum per child; 10 days for two or more children)   | Employees can reduce daily working hours to a minimum of 5 hours 30 minutes until March 31 of the 3rd grade<br>Shortened working hour flexitime system available allowing for 6.5- and 7-hour workdays | Until the entry into elementary school   | Until the entry into elementary school   | <ul style="list-style-type: none"> <li>Work relocations</li> <li>Short-term childcare leave</li> <li>Leave for nursing care</li> <li>Shorter working hours allowed for nursing care</li> <li>Nursing care leave system</li> <li>Half-day leave</li> <li>Staggered working hours</li> </ul>   | <ul style="list-style-type: none"> <li>Flexitime system</li> <li>Shortened working hour flexitime system</li> <li>Teleworking system</li> <li>Life support leave system</li> <li>System for rehiring former employees</li> <li>Career support leave system</li> </ul>  |
| SMBC Nikko Securities               | Until 3 years of age   | Until March 31 of the 6th grade (5 days per annum per child; 10 days for two or more children)<br>Can be acquired on a by-hour, half-day, or full-day basis                               | Employees may reduce daily working hours in increments of 30 minutes up to 2.5 hours until March 31 of the 6th grade   | Until March 31 of the 6th grade  | Until March 31 of the 6th grade  | <ul style="list-style-type: none"> <li>Short-term childcare leave</li> <li>Discounted rates for daycare center</li> <li>Special leave for childbirth</li> <li>Nursing care leave</li> <li>Special days off for nursing care (by the hour)</li> <li>Shorter working hours allowed for nursing care</li> <li>Short-term leave for nursing care</li> <li>Staggered working hours (working in shifts)</li> <li>Rehiring former employees</li> <li>Childcare subsidies</li> <li>Teleworking system</li> </ul> | <ul style="list-style-type: none"> <li>Half-day paid leave</li> <li>Hourly paid leave</li> <li>Amortized Holiday Reserving Policy</li> <li>Side business</li> <li>Long-Term Self Development Leave Policy a.k.a. "Challenge Leave"</li> <li>Three-day and four-day workweeks</li> <li>Corporate-led nursery school</li> <li>Baby-sitter discount system</li> <li>Special leave for childcare</li> <li>Memorial leave system</li> <li>Volunteering leave system</li> <li>Reverse leave system</li> <li>Pro bono work</li> </ul> |
| Sumitomo Mitsui Card                | 18 months or maximum of 2 years in case of inability to place in daycare center (SMBC Finance Service: available up to the age of three) | Until March 31 of the 6th grade (40 hours per annum per child; 80 hours for two or more children)   | Employees can choose to reduce daily working hours by 30, 60, 90, 120, or 150 minutes or reduce the number of days worked a week until March 31 of child's 3rd-grade year                              | Until March 31 of the 3rd grade (SMBC Finance Service: available until starting elementary school) | Until March 31 of the 3rd grade (SMBC Finance Service: available until starting elementary school) | <ul style="list-style-type: none"> <li>Work relocations</li> <li>Staggered working hours</li> <li>Half-day paid leave</li> <li>Special leave for childbirth</li> <li>Childcare subsidies</li> <li>Nursing care leave system (by the hour)</li> <li>Shorter working hours for nursing care</li> <li>Rehiring former employees</li> </ul>  | <ul style="list-style-type: none"> <li>Teleworking system</li> <li>Flexitime system</li> </ul> <p>(The below applies only to Sumitomo Mitsui Card Company)</p> <ul style="list-style-type: none"> <li>Health-purpose or anniversary leave</li> </ul> <p>(The below applies only to SMBC Finance Service Co., Ltd.)</p> <ul style="list-style-type: none"> <li>Maternity leave</li> <li>Maternity work system</li> </ul>  |
| SMBC Consumer Finance               | 18 months or maximum of 2 years in case of inability to place in daycare center  | Until the entry into elementary school (5 days per annum per child; 10 days for two or more children)   | Employees can choose to work 5, 5.5, 6, 6.5, or 7 hours a day until March 31 of 6th grade  | Until the entry into junior high school  | Until the entry into junior high school  | <ul style="list-style-type: none"> <li>Area-limited employment system</li> <li>Rehiring retirees</li> <li>A grace period for job rotation</li> <li>Leave for nursing care</li> <li>Shorter working hours allowed for nursing care</li> <li>Paid leave by the hour</li> <li>Half-day paid leave</li> <li>Leave for supporting return-to-work after childcare leave</li> </ul>   | <ul style="list-style-type: none"> <li>Childcare leave (2 days)</li> <li>School-visiting day (2 days a year)</li> <li>Rehiring of former employees who quit for childcare or care-giving reasons</li> <li>Paternity leave (3 days)</li> <li>Rollover of unused paid vacation</li> <li>Nursing care leave (by the hour)</li> <li>Adjustment of work start and end times</li> <li>Career design leave system</li> </ul>  |
| Japan Research Institute            | 18 months or maximum of 2 years in case of inability to place in daycare center  | Until March 31 of the 6th grade (40 hours per annum per child; no upper limit)  | Employees can choose to work 4, 5, 6 or 7 hours per day until March 31 of the 3rd grade (this system can be combined with flexitime)   | Until the entry into elementary school   | For employees who are pregnant or have given birth within previous 12 months                       | <ul style="list-style-type: none"> <li>Childcare subsidies</li> <li>Flexibility in the work place</li> <li>Flexitime system</li> <li>Nursing care leave</li> <li>Shorter working hours (for nursing care, etc.)</li> <li>Time off and shorter working hours</li> <li>Days off for nursing care (by the hour)</li> </ul>  | <ul style="list-style-type: none"> <li>Special leave for childbirth</li> <li>Paid leave for initial 15 days of childcare</li> <li>Half-day leave</li> <li>Leave system for receiving treatment while working</li> <li>Career design leave system</li> <li>Carryover leave</li> <li>Side work system</li> </ul>   |
| Sumitomo Mitsui DS Asset Management | 1 year or maximum of 36 months in case of inability to place in daycare center   | Until the entry of child into elementary school (5 days per annum per child; 10 days for two or more children)  | Until March 31 of the 6th grade (Employees can choose to work 5, 6, 6.5, or 7 hours a day)   | Until March 31 of the 6th grade  | Until March 31 of the 3rd grade  | <ul style="list-style-type: none"> <li>Leave for childbirth by spouse</li> <li>Nursing care leave system (by the hour)</li> <li>Annual leave in half-day increments</li> <li>Teleworking system</li> <li>Leave for nursing care</li> <li>Shorter working hours allowed for nursing care</li> <li>Lifestyle enriching leave</li> </ul>  | <ul style="list-style-type: none"> <li>Paid leave for initial 15 days of childcare</li> <li>Annual leave in hour increments</li> <li>Flexitime system</li> <li>Daycare subsidies</li> <li>Celebratory gifts for birth of 3rd child</li> <li>Leave for accompanying spouse undergoing job relocation</li> <li>Job return system</li> </ul>  |