



# Main Work-Life Balance Support System

	Parental leave	Childcare leave system	Shorter working hours	Restrictions on overtime	Exemption from late-night work	Other principal systems
SMBC	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 18 months or maximum of 2 years in case of inability to place in daycare center</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until March 31 of the 6th grade (10 days per annum per child; 20 days for two or more children)</p> <p>Applicable for caring for sick children as well as for school events and other reasons</p>	<p>Employees can choose shorter working hours for each day or fewer days worked per week, both applicable until March 31 of the 3rd grade</p>	<p>Until March 31 of the 3rd grade</p>	<p>Until March 31 of the 3rd grade</p>	<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 expense subsidy system</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> <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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 1 (Up to the age of 2 years and 2 months in case of inability to place in daycare center)</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until March 31 of the 6th grade (10 days per annum per child; 20 days for two or more children)</p> <p>Can be acquired on a by-hour, half-day, or full-day basis</p>	<p>Employees can work shortened hours equivalent to working a minimum of 6 hours per day until March 31 of the 6th grade</p>	<p>Until March 31 of the 6th grade</p>	<p>Until March 31 of the 6th grade</p>	<ul style="list-style-type: none"> <li>• Flextime system</li> <li>• Teleworking system</li> <li>• Paternity leave (3 days)</li> <li>• Leave for nursing care</li> <li>• Shorter working hours allowed for nursing care</li> <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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 1 (Up to the age of 2 in case of inability to place in daycare center)</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until the entry into elementary school (5 days per annum per child; 10 days for two or more children)</p>	<p>Employees can reduce daily working hours to a minimum of 5 hours 30 minutes until March 31 of the 3rd grade</p> <p>Shortened working hour flextime system available allowing for 6.5- and 7-hour workdays</p>	<p>Until the entry into elementary school</p>	<p>Until the entry into elementary school</p>	<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> <li>• Flextime system</li> <li>• Shortened working hour flextime 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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 3</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until March 31 of the 6th grade (5 days per annum per child; 10 days for two or more children)</p> <p>Can be acquired on a by-hour, half-day, or full-day basis</p>	<p>Employees may reduce daily working hours in increments of 30 minutes up to 2.5 hours until March 31 of the 6th grade</p>	<p>Until March 31 of the 6th grade</p>	<p>Until March 31 of the 6th grade</p>	<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> <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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 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)</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until March 31 of the 6th grade (40 hours per annum per child; 80 hours for two or more children)</p>	<p>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</p>	<p>Until March 31 of the 3rd grade (SMBC Finance Service: available until starting elementary school)</p>	<p>Until March 31 of the 3rd grade (SMBC Finance Service: available until starting elementary school)</p>	<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> <li>• Teleworking system</li> <li>• Flextime system</li> <li>• Health-purpose or anniversary leave</li> <li>• (The below applies only to SMBC Finance Service Co., Ltd.)</li> <li>• Maternity leave</li> <li>• Maternity work system</li> <li>• Short-term childcare leave</li> </ul>
SMBC Consumer Finance	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 18 months or maximum of 2 years in case of inability to place in daycare center</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until the entry into elementary school (5 days per annum per child; 10 days for two or more children)</p>	<p>Employees can choose to work 4, 5, 5.5, 6, 6.5, or 7 hours a day until March 31 of 6th grade</p>	<p>Until the entry into junior high school</p>	<p>Until the entry into junior high school</p>	<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> <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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age of 18 months or maximum of 2 years in case of inability to place in daycare center</p> <p>Paid leave for the first 15 days of maternity leave</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p> <p>Maximum 28 days' paid leave</p>	<p>Until March 31 of the 6th grade (5 days per annum per child; no upper limit)</p>	<p>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 flextime)</p>	<p>Until the entry into elementary school</p>	<p>Until the entry into elementary school</p>	<ul style="list-style-type: none"> <li>• Childcare subsidies</li> <li>• Flexibility in the work place</li> <li>• Flextime 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> <li>• Special leave for childbirth</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	<p>&lt;Childcare Leave&gt; May be taken in installments up to the age for 1 year or maximum of 36 months in case of inability to place in daycare center</p> <p>&lt;Childcare leave at birth&gt; 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>Until the entry of child into elementary school (5 days per annum per child; 10 days for two or more children)</p>	<p>Until March 31 of the 6th grade (Employees can choose to work 5, 6, 6.5, or 7 hours a day)</p>	<p>Until March 31 of the 6th grade</p>	<p>Until March 31 of the 3rd grade</p>	<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> <li>• Paid leave for initial 28 days of childcare</li> <li>• Annual leave in hour increments</li> <li>• Flextime 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>