



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><Childcare Leave> 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><Childcare leave at birth> 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 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"> • Short-term childcare leave (by the hour) • Work relocations • Primary Work Location Registration system • Work Location of Choice system • Childcare expense subsidy system • Leave for nursing care • Shorter working hours allowed for nursing care • Nursing care leave system (by the hour) 	<ul style="list-style-type: none"> • Career design leave system • System for rehiring former employees • Special leave for childbirth • Carryover leave (infertility treatment) • Half-day leave • Teleworking system • Staggered working hours • Dual-Career Support system for side work
SMBC Trust Bank	<p><Childcare Leave> 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><Childcare leave at birth> 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"> • Flextime system • Teleworking system • Paternity leave (3 days) • Leave for nursing care • Shorter working hours allowed for nursing care 	<ul style="list-style-type: none"> • Family care time off (by the hour) • Family support leave • Short-term childcare leave • Annual leave in hour increments
Sumitomo Mitsui Finance and Leasing	<p><Childcare Leave> 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><Childcare leave at birth> 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"> • Work relocations • Short-term childcare leave • Leave for nursing care • Shorter working hours allowed for nursing care • Nursing care leave system • Half-day leave • Staggered working hours 	<ul style="list-style-type: none"> • Flextime system • Shortened working hour flextime system • Teleworking system • Life support leave system • System for rehiring former employees • Career support leave system
SMBC Nikko Securities	<p><Childcare Leave> May be taken in installments up to the age of 3</p> <p><Childcare leave at birth> 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"> • Short-term childcare leave • Discount coupon for nursing care • Special leave for childbirth • Nursing care leave • Special leave for nursing care (by the hour) • Shorter working hours allowed for nursing care • Short-term leave for nursing care • Staggered working hours (working in shifts) • Rehiring former employees • Childcare subsidies • Teleworking system • Half-day paid leave • Hourly paid leave 	<ul style="list-style-type: none"> • Reserved Holiday • Secondary job • Long-Term Self Development Leave Policy as "Challenge Leave" • Three-day or four-day workweeks • Corporate-led nursery school • Baby-sitter discount system • Special leave for childcare • Memorial leave system • Special leave for volunteer activity • Reverse leave system • Pro bono work • Personal care leave • Leave for balancing work with medical treatment
Sumitomo Mitsui Card	<p><Childcare Leave> 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><Childcare leave at birth> 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</p>	<p>Until March 31 of the 3rd grade</p>	<ul style="list-style-type: none"> • Work relocations • Staggered working hours • Half-day paid leave • Special leave for childbirth • Childcare subsidies • Nursing care leave system (by the hour) • Shorter working hours for nursing care 	<ul style="list-style-type: none"> • Rehiring former employees • Teleworking system • Flextime system • Health-purpose or anniversary leave • Short-term childcare leave • Career design leave system • Maternity absence
SMBC Consumer Finance	<p><Childcare Leave> 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><Childcare leave at birth> 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"> • Area-limited employment system • Rehiring retirees • A grace period for job rotation • Leave for nursing care • Shorter working hours allowed for nursing care • Paid leave by the hour • Half-day paid leave • Leave for supporting the transition to daycare 	<ul style="list-style-type: none"> • Childcare leave (2 days) • School-visiting day (2 days a year) • Rehiring of former employees who quit for childcare or care-giving reasons • Paternity leave (3 days) • Rollover of unused paid vacation • Nursing care leave (by the hour) • Adjustment of work start and end times • Career design leave system
Japan Research Institute	<p><Childcare Leave> 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><Childcare leave at birth> 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>For employees who are pregnant or have given birth within previous 12 months</p>	<ul style="list-style-type: none"> • Childcare subsidies • Flexibility in the work place • Flextime system • Nursing care leave • Shorter working hours (for nursing care, etc.) • Time off and shorter working hours • Days off for nursing care (by the hour) 	<ul style="list-style-type: none"> • Special leave for childbirth • Half-day leave • Leave system for receiving treatment while working • Career design leave system • Carryover leave • Side work system • Equity workplace system • Reduced working hours
Sumitomo Mitsui DS Asset Management	<p><Childcare Leave> 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><Childcare leave at birth> 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"> • Leave for childbirth by spouse • Nursing care leave system (by the hour) • Annual leave in half-day increments • Teleworking system • Leave for nursing care • Shorter working hours allowed for nursing care • Lifestyle enriching leave 	<ul style="list-style-type: none"> • Paid leave for initial 28 days of childcare • Annual leave in hour increments • Flextime system • Daycare subsidies • Celebratory gifts for birth of 3rd child • Leave for accompanying spouse undergoing job relocation • Job return system