



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> Up to 1 year and 6 months Up to the age of 2 in case of inability to place in daycare center May be taken in installments <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 (For 1 child: 10 days per year, 2 or more children: 20 days per year) *Applicable for caring for sick children as well as for school events and other reasons</p>	<p>Until March 31 of the 3th grade Employees can choose shorter working hours for each day or fewer days worked per week</p>	<p>Until March 31 of the 3th grade</p>	<p>Until March 31 of the 3th 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) • Career design leave system <ul style="list-style-type: none"> • System for rehiring former employees • Special leave for childbirth • Carryover leave (infertility treatment) • Medical leave • Half-day leave • Annual leave in hour increments • Teleworking system • Staggered working hours • Side Job System
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) May be taken in installments <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 (For 1 child: 10 days per year, 2 or more children: 20 days per year) Can be acquired on a by-hour, half-day, or full-day basis</p>	<p>Until March 31 of the 6th grade Employees can work shortened hours equivalent to working a minimum of 6 hours per day</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 <ul style="list-style-type: none"> • Shorter working hours allowed for nursing care • Family care time off (by the hour) • Family support leave • Short-term childcare leave • Annual leave in hour increments
Sumitomo Mitsui Finance & Leasing	<p><Childcare Leave> May be taken in installments up to the age of 1 if unable to enter nursery, etc. Up to 2 years old May be taken in installments <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 (For 1 child: 5 days per year, 2 or more children: 10 days per year)</p>	<p>Until March 31 of the 3th grade Employees can reduce daily working hours to a minimum of 5 hours 30 minutes 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 System • Leave for nursing care • Shorter working hours allowed for nursing care • Nursing care leave system • Half-day leave <ul style="list-style-type: none"> • Staggered working hours • Flextime system • Shortened working hour flextime system • Teleworking system • Life support leave system • System for rehiring former employees • Career support leave system • Childcare Support Allowance
SMBC Nikko Securities	<p><Childcare Leave> May be taken in installments up to the age of 3 May be taken in installments <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 (For 1 child: 5 days per year, 2 or more children: 10 days per year) Can be acquired on a by-hour, half-day, or full-day basis *Applicable for caring for sick children as well as for school events and other reasons</p>	<p>Until March 31 of the 6th grade Employees may reduce daily working hours in increments of 30 minutes up to a maximum of 2 hours and 30 minutes per day</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 • Leave for nursing care • 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) • System for rehiring former employees • Childcare subsidies • Teleworking system • Half-day paid leave <ul style="list-style-type: none"> • Hourly paid leave • 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> Up to 1 year and 6 months old If unable to enter nursery, up to 2 years old May be taken in installments <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 (For 1 child: 40 hours per year, 2 or more children: 80 hours per year) *Applicable for caring for sick children as well as for school events and other reasons</p>	<p>Until March 31 of the 3th grade Employees can choose to reduce daily working hours by 30, 60, 90, 120, or 150 minutes, or reduce the number of days worked per week</p>	<p>Until March 31 of the 3th grade</p>	<p>Until March 31 of the 3th grade</p>	<ul style="list-style-type: none"> • Short-term childcare leave • Annual leave in hour increments • Staggered working hours • Flextime System • Teleworking system • Half-day paid leave • Health-purpose or anniversary leave • Work relocations • Work Area Limitation System <ul style="list-style-type: none"> • Remote Work System Between Distant Locations • Career design leave system • Maternity leave • Special leave for childbirth • Childcare subsidies • Nursing care leave system • Nursing care leave system (by the hour) • Shorter working hours allowed for nursing care • Comeback System
SMBC Consumer Finance	<p><Childcare Leave> Up to 1 year and 6 months old If unable to enter nursery, up to 2 years old May be taken in installments <Childcare Leave at Birth> 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments</p>	<p>(Child Nursing Leave, etc.) Until the child starts junior high school (For 1 child: 7 days per year, 2 or more children: 12 days per year)</p>	<p>Until March 31 of the 6th grade Employees can choose to work 5, 5.5, 6, 6.5, or 7 hours a day</p>	<p>Until the child starts junior high school</p>	<p>Until the child starts 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) • Rehiring of former employees who quit for childcare or care-giving reasons • Paternity leave (3 days) • Rollover of unused paid vacation • Family care time off (by the hour) • Adjustment of work start and end times • Career design leave system
Japan Research Institute	<p><Childcare Leave> Up to 1 year and 6 months old If unable to enter nursery, etc. Up to 2 years old May be taken in installments Paid leave for the first 15 days of maternity leave <Childcare leave at birth> 4 weeks within 8 weeks after birth (up to 28 days) May be taken in installments Maximum 26 days paid leave</p>	<p>Until March 31 of the 6th grade (For 1 child: 5 days per year, for children under 3 years old: 10 days per year, no upper limit)</p>	<p>Until March 31 of the 3th grade Employees can choose to work 4, 5, 6, or 7 hours per day (can also 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"> • Childcare subsidies • Flexibility in the work place • Flextime system • Leave for nursing care • 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"> • Congratulatory or Condolence Leave (spouse's childbirth, grandchild's birth) • 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 • Baby-sitter discount system • Corporate-led nursery school
Sumitomo Mitsui DS Asset Management	<p><Childcare Leave> May be taken in installments up to the age of 1 Up to the age of 3 years old May be taken in installments <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 (For 1 child: 10 days per year, 2 or more children: 20 days per year)</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 6th grade</p>	<ul style="list-style-type: none"> • Leave for childbirth by spouse • Family care time off (by the hour) • Annual leave in half-day increments • Teleworking system • Leave for nursing care • Shorter working hours allowed for nursing care • QOL Leave <ul style="list-style-type: none"> • Paid leave for the first 28 days of maternity leave • 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 • Wellness Leave