

Correlation of Employee Support Programs with Relevant Laws (as of October 1, 2024)

| Item | | Legal requirements | Activities of Sumitomo Electric |
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| Action plan | | To be formulated for a period of 1 to 4 years | Formulated since 2005, and the current plan is the 8th one |
| Childcare | Period of childcare leave | Child-care leave until the child reaches 1 year (1 year and 2 months if both parents take child-care leave (Mom&Dad Child Care Leave Plus), until the child reaches 2 years if day care is not available, etc.) | Before the 3rd birthday of the child |
| | Number of times an employee can take childcare leave | The leave can be taken in up to 2 separate periods irrespective of the reason. | The leave can be taken in up to 3 separate periods irrespective of the reason. |
| | Pay during childcare leave | No pay | Paid for the first 5 days of the leave (unless childcare leave at birth is taken) |
| | Period of childcare leave at birth | Up to 4 weeks within the 8 weeks following the childbirth | Same as left |
| | Number of times an employee can take childcare leave at birth | Up to twice | Same as left |
| | Pay during childcare leave at birth | No pay | Paid for first 5 days (unless childcare leave is taken) |
| | Shortening of work time | Before the 3rd birthday of the child | Before the end of March when the child is a 6th grade elementary school student |
| | Exemption from overtime | Same as above | Same as above |
| | Limitation on overtime | Before the time of commencement of elementary school | Same as above |
| | Limitation on night work | Same as above Not applicable if a person at the age of 16 or older lives together | Same as above Not applicable if a person at the age of 20 or older lives together |
| | Sick/injured child care leave | 5 days for a child before the time of commencement of elementary school, and 10 days for 2 or more such children | 5 days per child before March 31 of the year when the child is a 6th grade elementary school student (e.g. 10 days for 2 such children, 15 days for 3 such children) Available on a half-day basis and an hourly basis Accumulated paid holidays* can be used |
| | Promotion of male childcare participation | Not specified by law | Male employees can take leave when their spouses give birth (5 paid holidays). Compulsory childcare leave at birth or childcare leave for more than 5 consecutive days (not including holidays) |
| | Financial support | Not specified by law | Preferential treatment in the use of the childcare menu in the cafeteria plan (selective welfare system) Partial payment of bonus Issuance of discount coupons for babysitting services for applicants |
| | Support of pregnant women | Maternity leave 6 weeks before childbirth and 8 weeks after childbirth Other — | 8 weeks (including 2 weeks with no pay) before childbirth and 8 weeks after childbirth Accumulated paid holidays* can be used for fertility treatment, hospital visits, etc. |
| | Establishment of internal child care centers for children | Not specified by law | Establishment of internal childcare centers, establishment of programs for early return to work |
| Support of early return to work from childcare leave | Not specified by law | Introduction of a welfare system to support employees in finding a childcare center | |
| Dissemination of systems, legal benefits, etc. and confirmation of intention to take childcare leave | Necessary to take measures to disseminate systems, legal benefits, etc. to employees who have informed their or their spouse's pregnancy and childbirth and confirm their intentions to take childcare leave on an individual basis | Implementation of maternity and childcare support programs and spouse childcare support interviews | |
| Development of an employment environment that makes it easier to take childcare leave | Necessary to take one of the following measures: "implementation of training", "establishment of a consultation office", "collection and provision of case studies", and "dissemination of system policies" | Holding seminars to support balancing work and childcare Establishment of a consultation office regarding the working environment Spread of case studies of childcare leave taken using in-house newsletters, Work & Life Handbook, etc. Dissemination of system policies using in-house notification (posted on the corporate intranet) | |
| Nursing care | Period of family care leave and number of times an employee can take it | Up to 93 days per person; the leave can be taken in up to 3 separate periods | 2 year per person; the leave can be taken on a daily basis |
| | Shortening of work time | It can be used at least twice within three years from the start of the use separately from the family care leave | During the period when a family member is in a condition of need for long-term care |
| | Exemption from overtime | During the period when a family member is in a condition of need for long-term care | During the period when a family member is in a condition of need for long-term care |
| | Limitation on overtime | Not less than 1 month but not more than 12 months per application No limit to the number of times an employee can apply for the leave | Same as on the left |
| | Limitation on night work | Not less than 1 month but not more than 6 months per application No limit to the number of times an employee can apply for the leave Not applicable if a person at the age of 16 or older lives together | During the period when a family member is in a condition of need for long-term care Application can be made on a daily basis |
| | Nursing care leave | 5 days for a family member who is in a condition of need for long-term care, and 10 days for 2 or more such persons | 5 days per family member who is in a condition of need for long-term care (e.g. 10 days for 2 such persons, 15 days for 3 such persons) Available on a half-day basis and an hourly basis Accumulated paid holidays* can be used for nursing care of a family member who is in need of specific nursing care or assistance |
| | Financial support | Not specified by law | Introduction of nursing care support service Preferential treatment in the use of the family-care menu in the cafeteria plan (selective welfare system) Partial payment of bonus |
| Development of an employment environment that makes it easier to take nursing care leave | Not specified by law | Holding seminars to support balancing work and nursing care Establishment of a consultation office regarding the working environment Spread of case studies of nursing care leave taken using in-house newsletters, Work & Life Handbook, etc. Dissemination of system policies using in-house notification (posted on the corporate intranet) | |
| Review of work styles | Encouragement of employees to take paid holidays | 5 days or more paid holidays must be taken in a year if 10 or more annual paid holidays are granted | Introduction of the Planned Paid Time Off (PTO) System and the Five Consecutive Paid Time Off (PTO) System |
| | Increase in the number of half-day paid holidays | Not specified by law | Increased to 30 times |
| | Reduction of total working hours | Specification on maximum working hours, working hours management standards, etc. | Activities for the review of work styles |
| | Flexible work style | Not specified by law | Introduction of work from home arrangements and a system of paid holidays that can be taken by the hour |
| | Volunteer leave program | Not specified by law | Accumulated paid holidays* can be used |
| | Introduction of a reemployment system | Not specified by law | Introduction of the reemployment system (available within 3 years or, for those who moved overseas, 5 years from the resignation) |
| | Continuance of work | Not specified by law | Introduction of a system to take a leave to accompany his/her spouse who is assigned overseas (up to five years of leave is allowed) |
| Introduction of a work-interval system | Employees should try to have a sufficient amount of rest from the finish time of a day to the start time of the following business day | An 11-hour rest is set aside between the finish time of a day and the start time of the following business day | |



* Accumulated paid holidays: This system allows employees to accumulate paid holidays that will expire if not used, up to 10 days per year (maximum accumulation 50 days in total). Employees may use these paid holidays for the reasons specified by the company rules including sick leave, childcare and nursing of sick family members.