

Correlation of Employee Support Programs with Relevant Laws

(as of April 16, 2025)

	Item	Legal requirements	Activities of Sumitomo Electric
Review of work styles	Paid leave	At least five days of paid leave must be taken in a year if 10 or more days of annual paid leave are granted.	Introduction of planned paid leave and five-consecutive-day paid leave
	Increase in the maximum number of times for half-day paid leave to be taken	Not specified by law	Increase to 30 times
	Reduction of total working hours	Regulations on maximum working hours, working hours management standards, etc.	Review of work styles
	Flexible working styles	Not specified by law	Work-from-home system, hourly paid leave system, flextime system
	Volunteer leave	Not specified by law	5-day special leave (paid and can be taken on a half-day or full-day basis) The use of accumulated leave* is allowed.
	Introduction of a reemployment system	Not specified by law	Reemployment system (within three years from resignation or within five years for those who moved overseas)
	Continuation of work	Not specified by law	Leave system to accommodate spouse overseas assignment (Leave of up to five years is allowed.)
	Work interval system	Employees should ensure a sufficient rest period between the end of a business day and the start of the following business day.	An 11-hour interval is ensured between the end of working hours to the start of the next working hours.
Pregnancy, childbirth, and childcare	Period of childcare leave	Childcare leave is available until the child reaches the age of one year old. (Up to one year and two months old if both parents take childcare leave under the Mom & Dad Childcare Leave Plus program, and up to two years old if daycare is not available, and in certain other cases)	Until the child reaches the age of 3
	Number of times for childcare leave to be taken	The leave can be taken in up to two separate periods irrespective of the reason	Can be taken in up to three divided times regardless of the reason
	Pay and bonus during childcare leave	Unpaid	Paid for the first five days (if childcare leave at birth is not taken) Partial payment of bonus
	Period of childcare leave at birth	Up to four weeks within the eight weeks following childbirth	Up to four weeks within the eight weeks after the birth of the child
	Number of times for childcare leave at birth to be taken	Up to twice	Up to twice
	Pay and bonuses during childcare leave at birth	Unpaid	Paid for the first five days (if childcare leave is not taken)
	Reduction of working hours	Until the third birthday of the child	Until the end of March in the sixth grade of elementary school
	Exemption from overtime work	Until enrollment in elementary school	Until the end of March in the sixth grade of elementary school
	Restriction on overtime work	Until enrollment in elementary school	Until the end of March in the sixth grade of elementary school
	Restriction on late-night work	Until enrollment in elementary school Not applicable if a person aged 16 or older lives in the same household	Until the end of March in the sixth grade of elementary school Not applicable if a person of the age of 20 or older lives together
	Childcare time	Female employees raising children of the age of up to 1 can apply for 30 minutes per time twice a day in addition to their breaks.	Female employees raising children of the age of up to 1 can apply for 30 minutes per time twice a day in addition to their breaks.
	Leave for nursing care of sick children	Until the completion of third grade in elementary school	The use of five days of accumulated leave* per person (no limit on the number of children) is permitted until the end of March of the year when the relevant child is in the sixth grade of elementary school.
	Childcare leave for male employees	Childcare leave at birth	Five days of leave to be taken when spouse gives a birth (paid leave) Mandatory to take either childcare leave at birth or childcare leave
	Financial support	Not specified by law	Preferential treatment in the use of the childcare menu in the Cafeteria Plan (selective benefit system) Employees of dual-income or single-parent households can receive additional special points in the Cafeteria Plan until the end of March of the year when the relevant child is in the third grade of elementary school. Babysitter discount coupons are issued to those who need them.
	Support for pregnant and nursing mothers	Six weeks of leave before childbirth and eight weeks of leave after childbirth	Eight weeks of leave before birth (two weeks unpaid) and eight weeks leave after birth The use of accumulated leave* for infertility treatment hospital visits, etc. is allowed.
	Establishment of childcare centers, etc.	Not specified by law	Establishment of childcare centers and quota for early returnees
	Support for early return from childcare leave	Not specified by law	Introduction of Hokatsu Concierge (support for finding childcare centers)
	Individual notification and intention confirmation	Necessary to take measures to disseminate information about applicable systems, legal benefits, etc. to employees who have reported their or their spouse's pregnancy or childbirth and to confirm their intentions to take childcare leave on an individual basis	Childbirth and childcare support programs and spouse childcare support interviews
	Improvement of the employment environment	Necessary to take one of the following measures: implementation of training, establishment of a consultation desk, collection and provision of internal case studies, and internal dissemination of the policy on promoting the use of the system	Seminars to support balancing work and childcare Consultation services regarding the working environment Introduction of examples of employees taking childcare leave in in-house newsletters, work & life handbooks, etc. Dissemination of systems and policies using in-house notification (posted on the corporate intranet)

Item		Legal requirements	Activities of Sumitomo Electric
Long-term care	Period and number of times for long-term care to be taken	Up to 93 days per person; the leave can be taken in up to three separate periods.	Two years per person. However, the leave can be taken on a daily basis
	Bonuses during long-term care leave	Not specified by law	Partial payment of bonus
	Reduction of working hours	This system can be used at least twice within three years from the start of the use, separately from family care leave.	While the need for long-term care continues
	Exemption from overtime work	During the period in which a family member is continuously in need of long-term care	While the need for long-term care continues
	Restriction on overtime work	One month or more but one year or less per application No limit to the number of times an employee can apply	One month or more but one year or less per application No limit to the number of times an employee can apply
	Restriction on late-night work	One month or more but six months or less per application No limit to the number of times an employee can apply Not applicable if a person aged 16 or older lives in the same household	Can apply on a daily basis while the need for long-term care continues
	Leave for long-term care	Five days per year for caring for a family member in need of long-term care, and 10 days per year for two or more such family members	Five days per person to take care of a family member in need for long-term care (no limit to the number of family members) The use of accumulated leave* is allowed.
	Financial support	Not specified by law	Preferential treatment in the use of the family-care menu in the Cafeteria Plan (selective benefit system) Employees working while giving long-term care can receive additional special points in the Cafeteria Plan.
	Individual notification and intention confirmation	Individually inform and confirm the intentions of workers who have declared their need to provide care.	Long-term care support interviews
	Improvement of the employment environment	Necessary to take one of the following measures: implementation of training, establishment of a consultation desk, collection and provision of internal case studies, and internal dissemination of the policy on promoting the use of the system	Seminars to support balancing work and long-term care Consultation services regarding the working environment Introduction of examples of employees taking long-term care leave in in-house newsletters, work & life handbooks, etc. Dissemination of systems and policies using in-house notification (posted on the corporate intranet)
Action plan		Action plans must be formulated for a period of 1 to 4 years.	Formulated since 2005, and the current plan is the 10th one.

Glossary

***Accumulated leave:** This system allows employees to accumulate paid leave that will expire if not used, up to 10 days per year (maximum accumulation 50 days in total). The leave can be taken for the reasons specified in the working regulations, such as medical care for the relevant employee, as well as childcare and nursing care of sick family members.