

Table of Comparison between Personnel Support Systems and Laws

(As of June 30, 2026)

Item		Legal requirements	Activities of Sumitomo Electric
Review of work styles	Promotion of the use of paid leave	At least five days of paid leave must be taken annually if 10 or more days of annual paid leave are granted.	Planned paid leave and five-consecutive-day paid leave systems
	Increase in the maximum number of times for half-day paid leave to be taken	Not specified by law	Increasing to 30 times
	Reduction of total working hours	The maximum working hours, working hours management standards, etc. must be defined.	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	Special five-day 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	Efforts should be made to ensure that employees can take a sufficient rest period between the end of a business day and the start of the next business day.	An 11-hour interval is ensured between the end of working hours and the start of the next working hours.
Pregnancy, childbirth, and childcare	Period of childcare leave	Until the child reaches the age of 1 • Mom & Dad Childcare Leave Plus program: Leave available until the child reaches the age of 14 months when both parents take childcare leave • Extra leave available until the child reaches the age of two years when daycare is not available or in certain other cases	Until the child reaches the age of 3
	Number of times for childcare leave to be taken	Can be taken in up to two divided times regardless of the reason	Can be taken in up to three divided times regardless of the reason
	Pay, bonus, etc. during childcare leave	Unpaid	Paid for the first five days (if childcare leave at birth is not taken) Partial payment of bonus Lump-sum childbirth and childcare allowance (500,000 yen per child, granted by the Health Insurance Association) Childcare leave benefits (daily wage as of the start of leave × the number of days on leave (up to 180 days) × 67%; granted from employment insurance)
	Period of childcare leave at birth	Up to four weeks within the eight weeks after the birth of the child	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 child's third birthday	Until the end of March in the sixth grade of elementary school
	Exemption from overtime work	Until the child starts elementary school	Until the end of March in the sixth grade of elementary school
	Restriction on overtime work	Until the child starts elementary school	Until the end of March in the sixth grade of elementary school
	Restriction on late-night work	Until the child starts 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 with the employee.
	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 child completes the third grade of 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 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 of 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)

	Item	Legal requirements	Activities of Sumitomo Electric
Pregnancy, childbirth, and childcare	Individual notification and intention confirmation	Measures must be taken to individually inform employees who have notified the company of their own or their spouse's pregnancy or childbirth about the applicable systems and confirm their intentions.	Childbirth and childcare support programs and spouse childcare support interviews
	Improvement of the employment environment	One of the following measures must be taken: providing employee training; establishing consultation services; collecting and sharing internal case studies; or informing employees of the company's policy on the promotion of system use.	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 (posted on the corporate intranet)
Long-term care	Period and number of times for long-term care to be taken	A maximum of three separate periods of leave totaling up to 93 days can be taken to take care of one person.	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 Long-term care leave (unpaid, but with 67% of pre-leave pay granted as a long-term care leave benefit from employment insurance)
	Reduction of working hours	Available at least twice during the three years from the start of use, separately from long-term 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	Available for at least one month and up to six months per application, with no limit on the number of times an employee can apply Not applicable if a person of the age of 16 or older lives together with the employee	Can apply on a daily basis while the need for long-term care continues
	Leave for long-term care	Five days of leave per person in need of care must be granted for family care (or 10 days if there are two or more persons in need of care).	The use of five days per person of accumulated leave* is allowed to take care of family members (no limit to the number) on the condition that prescribed requirements are met, such as the level of the need for long-term care.
	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	Workers who have reported their need to take care of a family member must be individually notified about applicable systems and have their intentions confirmed.	Long-term care support interviews
	Improvement of the employment environment	One of the following measures must be taken: providing employee training; establishing consultation services; collecting and sharing internal case studies; or informing employees of the company's policy on the promotion of system use.	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 (posted on the corporate intranet)
Action plan		An action plan for a period of one to four years must be formulated.	The Company has formulated an action plan since 2005, and is currently implementing the 10th plan.

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.