

**Action plan based on the Act on Advancement of Measures to Support Raising Next-
Generation Children**

1. Basic policy

Sumitomo Mitsui Finance and Leasing Co., Ltd., as a corporate citizen, endeavors to fulfill its responsibility for raising next-generation children in response to the government's request and create a workplace environment conducive to every employee bringing his or her capabilities into full play. To this end, SMFL has formulated the action plan described below.

2. Period covered by the plan

From April 1, 2020 to March 31, 2022

3. Targets and measures for achieving the targets

[Target 1]

Enrichment of support systems to help employees strike a balance between work and childcare;
enhancement of opportunities to use the systems

(Concrete measures)

- Facilitate men's involvement in childcare (Encourage male employees to take childcare leave etc.)
- Raise awareness of the desirability of striking a balance between work and childcare (Distribute a handbook on support systems, tips, etc.)
- Support long-term career development of employees who take childcare leave (Hold one-to-one meetings etc.)

[Target 2]

Improvement of the working environment and penetration of measures

(Concrete measures)

- Reduce working hours (Formulate company-wide targets for working hours, provide alerts to workers who work long hours, etc.)
- Create a flexible working environment (Facilitate the use of the working from home system etc.)