

Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

1. Basic policy

Sumitomo Mitsui Finance and Leasing Co., Ltd., as a corporate citizen, endeavors to fulfill its responsibility for promotion of women's participation and advancement in the workplace and cultivate a corporate culture where diverse talents are the wellspring of competitiveness. 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

(SMFL intends to update the targets and measures under this action plan in fiscal 2020.)

[Target 1]

The ratio of female managers to all managers to be increased to 7% or higher in order to further promote women's participation and advancement in the workplace

(Implementation period and measures)

- From April 2020 onward: Implement measures to develop a pool of candidate female managers
- From April 2020 onward: Systematically develop female manager candidates

[Target 2]

Targets to be set for actual working hours and consumption of paid holidays in order to maintain a healthy working environment

(Numerical targets)

Actual number of working hours (per year)

Managerial career track and specialists: 2,000 hours

Non-managerial career track: 1,750 hours

Number of paid holidays consumed (per year)

Each person to take 16 days or more

(Implementation period and measures)

- From July 2020 onward: Formulate company-wide targets and publicize them throughout the company
- From April 2020 onward: Provide alerts to workers who work long hours etc.