

Guidelines for Business Activities

Preamble

The Sumitomo Life Group (Sumitomo Life and its subsidiaries) have established the “Guideline for Business Activities” in accordance with the “Sumitomo Life Group Human Rights Policy”, We will conduct our business activities in compliance with the following contents.

The Guideline comply with international human rights principles, including the “International Bill of Human Rights”, the “UN Global Compact”, the “ILO Declaration on Fundamental Principles and Rights at Work”, while complying with local laws and regulations.

We would like to ask for the understanding and cooperation of all business partners regarding the following contents and initiatives.

1. Respect for Human Rights

We will respect international human rights principles and the human rights of all stakeholders in our business activities, including respect for the fundamental human rights of employees, prohibition of discrimination in employment and treatment, eradication of harassment and utilization of diverse human resources, prohibition of child labor and forced labor, respect for freedom of association and the right to collective bargaining, appropriate labor management and provision of a safe and comfortable working environment.

2. Compliance with Laws, Regulations, Social norms

We will comply with laws, regulations, social norms, etc. applicable in the regions where we conduct business activities, and conduct activities that respect international norms.

3. Fair and Equitable transactions and Anti-corruption

We will comply with laws and regulations concerning fair competition and fair trade in our business activities and maintain sound and transparent relationships with our business partners.

4. Considerations for the global environment

We will give consideration to the reduction of environmental burden, biodiversity, etc.,

and conduct activities that give consideration to the protection and conservation of the global environment through decarbonization initiatives in our business activities.

5. Information Management

We will comply with the Act on the Protection of Personal Information, the My Number Act, other laws, regulations, guidelines, etc., and handle personal information appropriately, such as maintaining confidentiality and accuracy in our business activities.