

Sumitomo Life Group Human Rights Policy

Preamble

Sumitomo Life Insurance Company (hereinafter referred to as “our company”) upholds its corporate philosophy, “Management Policy,” as its top management policy, along with the Sustainability Management Policy and the Sumitomo Life Brand Vision. The Sumitomo Life Group Code of Conduct has also been established to ensure that executives and employees act in accordance with the policies.

We have established the “Sumitomo Life Group Human Rights Policy” in accordance with the management policies mentioned above. Our company and its subsidiaries (hereinafter referred to as “our group”) are going to promote sustainability initiatives which is our universal mission, and to contribute to the realization of a healthy and fulfilling society through efforts to respect the human rights of stakeholders involved in all business activities.

1. Respect for international norms

Our group will seek ways to respect 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.

2. Scope of the Policy

This Policy applies to all executives and employees of our group. In accordance with this policy, we will also respect human rights when investing and lending.

3. Respect for Human Rights in Business Activities

Our group respects the human rights of stakeholders in all processes of its business activities.

Therefore, our group will not discriminate or violate human rights in any of its business activities on the basis of protected characteristics, such as race, ethnicity, nationality, gender, sexual orientation, gender identity, age, origin, social status, creed, religion, disability or physical characteristics.

In order to realize a society in which human rights are truly respected and free from discrimination and prejudice in the face of diversifying human rights issues, our group will promote the creation of a corporate culture of respect for human rights, in which

each and every executive and employee views human rights as his or her own issues and acts with a good sense of human rights.

4. Human rights due diligence

Recognizing that our group aspires to reflect the values expressed in the United Nations Guiding Principles on Business and Human Rights, our group will look to promote human rights due diligence.

5. Remediation and correction

If our group's business activities have a negative impact on human rights, or if it is discovered that our group was involved in such activities, our group will take appropriate steps to remedy or correct the situation, and work to prevent its recurrence.

6. Education and enlightenment

In order to ensure the effective implementation of this policy in its business activities, our group will implement appropriate education and a wide range of enlightenment regarding human rights for all executives and employees.

7. Dialogue with Stakeholders

Our group will endeavor to engage in dialogue and consultation with stakeholders in order to address human rights issues.

8. Information disclosure

Our initiatives to respect human rights based on this policy will be disclosed on our company website.