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## **SUMITOMO LIFE INSURANCE COMPANY**

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SUMITOMO LIFE INSURANCE COMPANY (hereinafter “the Company”) prepares and discloses on a voluntary basis the report in accordance with “Corporate Governance Report” as prescribed by the Tokyo Stock Exchange, from the viewpoint of enhancing information disclosure.

In addition, Corporate Governance Code is not directly applicable to the Company since it is not a listed company. However, based on the recognition that corporate governance is a common issue regardless of corporate structures, the Company responds to this issue on a voluntary basis. The Company also responds on a voluntary basis to “Reasons for not implementing each principle in the Corporate Governance Code” and “Disclosure based on each principle in the Corporate Governance Code” in this report.

The following is an overview of Corporate Governance of the Company.

### **I. Fundamental Policy Concerning Corporate Governance and Basic Information about Capital Structure, Corporate Attributes, etc.**

#### **1. Fundamental Policy, etc.**

- Management policy  
The operating policy of the Company sets the “Management Policy,” which is our corporate philosophy, as the apex. The “Sustainability Management Policy” stipulates the Company’s universal mission stated in the Management Policy reorganized from the sustainability perspective, and the “Sumitomo Life Brand Vision” states the “Image of the Company from customer’s perspective” that we aim to become in the medium- to long-term.
- Institutional design  
The Company strives for further improvement of supervision functions, transparency and fairness of management by separating supervision functions and execution functions of management institutionally. The Company also chooses to be Company with Committees from the viewpoint of striving to speed up decision-making through delegating authority to Executive Officers.
- Structure and roles, etc. of the Board of Directors  
The number of the Board of Directors shall be 15 people or less as prescribed in the Articles of Incorporation, and the number equivalent to one third or more shall be Outside Directors, from the viewpoints of active reflection of external knowledge to management and diversity of Directors.  
The Board of Directors takes responsibility for sustainable corporate growth and enhancement of corporate value over the medium- to long-term through realizing efficient and effective corporate governance.  
Major roles of the Board of Directors are to determine matters concerning basic policies of management and the internal control systems, which are considered to be the exclusive prerogatives of the Board of Directors in laws and regulations, and to supervise the execution of duties by Executive Officers and Directors.
- Corporate Governance Guidelines  
Based on the recognition that effective practice of corporate governance contributes to ensure sustainable corporate growth and enhancement of corporate value over the medium- to long-term, the Company establishes and discloses basic policies concerning the corporate governance of the Company and the “Corporate Governance Guidelines,” which stipulate the operation policies based on the basic policies.  
Based on the recognition that effective corporate governance does not remain unchanged, the Corporate Governance Guidelines are timely evaluated for whether a revision or repeal is needed at the Board of Directors based on factors such as changes in social conditions and economic environment, and they are reviewed through resolutions of the Board of Directors as necessary.

#### **[Reasons for not implementing each principle in the Corporate Governance Code]**

The Company implements all principles of the Corporate Governance Code, except for those which are considered not to be applicable to the legal form of the Company.

[Disclosure based on each principle in the Corporate Governance Code]

[Principle 1-4: Relationship investment]

(Policies concerning relationship investment)

- The Company holds securities held for policy if it is deemed necessary for its growth over the medium- to long-term.
- With regard to securities held for policy, the Company pays attention to the soundness and ensures the economic rationality by appropriately understanding risks and pursuing reasonable profits corresponding to such risks, etc.

(Assessment of relationship investment)

- The Company assesses whether to continue holding securities held for policy once a year at the Board of Directors by carefully examining the appropriateness of the purpose of holding the securities, the benefits, risks, etc. entailed by the holdings, specifically for each of the securities held. If it is deemed that the holdings have little significance, the Company considers their disposal.

(Criteria for exercising voting rights concerning securities held for policy)

- In terms of exercising voting rights concerning listed stock held for policy, the Company upholds the principle of deliberation according to the same standards as those pertaining to listed stock not held for policy, from the viewpoint of enhancing investee companies' corporate value over the medium- to long-term.

(\*)The Company discloses its approach to exercising voting rights concerning securities held in general in the "Responsible Investment Activities Report," which is published each fiscal year on the Company's website.

<https://www.sumitomolife.co.jp/english/annual/#sec04>

[Principle 1-7: Related party transactions]

- With regard to competitive transactions and transactions in conflict of interests between Executive Officers and Directors and the Company, a prior approval of the Board of Directors is required by laws and regulations. It is also clarified in the Board of Directors Regulations that they are matters of resolutions by the Board of Directors.
- In addition, it is clarified in the Board of Directors Regulations that the fact that competitive transactions and transactions in conflict of interests arise is a matter to be reported at the Board of Directors, and it is appropriately supervised by the Board of Directors.

[Supplementary Principle 2-4 (1)]

- The Company is engaged in initiatives to nurture flexible and diverse human resources, as a crucial component of sustainable growth.  
To promote the formation of a team of diverse and competitive human resources and ensure that talent with a wide range of attributes including female employees, foreign nationals, and mid-career recruits demonstrate their potential as managers to the fullest, the Company is working to broaden the base of human resources that will be asked to fill various posts by reinforcing the human resources development framework including level-specific and selective training, as well as career development support.  
Especially with regard to female employees who make up 90 percent of all employees, the Company has set the goal of increasing the ratio of female managers to 50% by the end of FY2025, and as of April 2023, the ratio of women in management positions had reached 48.3 percent. In addition, the Company has set a goal for the rate of childcare leave taken by male employees, and to this end, the Company has been improving the internal workplace environment by promoting flexible workstyles that allow employees to work unconstrained by location or time of day, including the utilization of systems to support the balance of work and child-rearing that exceed legal standards as well as teleworking and flextime systems.
- To enhance medium-to long-term corporate value, the Company has established the "Human Capital Development Headquarters," a cross-departmental organization that reports directly to the President and formulates medium-to long-term human capital strategies. In formulating these strategies, the Company has set "Diversity, Equity, and Inclusion of knowledge and experience", and is working to build the human capital and organization that can include and leverage diversity to expand the offering of value. The company also appointed an executive officer in charge of diversity promotion on 1st April, 2022 as well as launched the "Human Capital Development Headquarters" as an independent organization on 1st April, 2023 to further improve the system.

[Principle 2-6: Roles as an asset owner of the corporate pension fund]

- The Company determines its investment policy for pension assets upon deliberation by the Asset Management Committee, from the viewpoint of securing stable income so that pension benefits, etc. can be paid into the future for sure. The Asset Management Committee comprises members with suitable qualities gathered from each department of the Company. The asset management department, equipped with professional knowledge, serves as the advisor. The Committee meets at least once a quarter, receives reports from trustee management organs at the meeting, and determines the investment policy.

[Principle 3-1: Enhancement of information disclosure]

- (i) Management policy and Medium-Term Business Plan are disclosed on the Company's website and in the Disclosure Report.  
<https://www.sumitomolife.co.jp/english/philosophy/philosophy.html>  
 (Corporate Philosophy/Operating Policy/Standards)  
<https://www.sumitomolife.co.jp/english/newsrelease/pdf/nr20230331.pdf>  
 (Medium-Term Business Plan)  
<https://www.sumitomolife.co.jp/english/annual/#sec02>  
 (Annual Report)
- (ii) Fundamental policy concerning corporate governance is as aforementioned. The fundamental policy concerning corporate governance is established in "Corporate Governance Guidelines" and disclosed on the Company's website.
- (iii) Policies to determine compensations, etc. of Executive Officers and Directors are disclosed on the Company's website.  
 The Company is a Company with Committees, and the compensations, etc. of Executive Officers and Directors are determined at the Compensation Committee.
- (iv) (Policy on the appointment/dismissal of senior management and appointment of candidates for Directors and Audit Committee Members)
- Policies for appointment of Executive Officers, policies for appointment of candidates for Directors, and policies for appointment of Audit Committee Members are disclosed on the Company's website.
  - The dismissal of Executive Officers is considered such as when the person is deemed to no longer fulfill the requirements for the Executive Officer as set forth in the policies for appointment of Executive Officers. (Procedures in the appointment/dismissal of senior management and appointment of candidates for Directors and Audit Committee Members)
  - The Company is a Company with Committees, and proposals for appointment of Directors are determined at the Nominating Committee. Appointment/dismissal of Executive Officers is resolved at the Board of Directors upon deliberations at the Nominating Committee.
  - The appointment of Audit Committee Members is resolved at the Board of Directors.
- (v) Reasons for nominating candidates for Directors and reasons for appointment/dismissal of Executive Officers are disclosed on the Company's website.

[Supplementary Principle 3-1 (3)]

<Initiatives on sustainability>

- The Company upholds its unwavering purpose (our reason for existence) of "Contributing to the advancement of social and public welfare" in its corporate philosophy "Management Policy". In the Sustainability Management Policy, as a mission to realize this purpose, the company states, "Through the insurance business, Sumitomo Life will contribute to the realization of a society of affluence, vitality, health and longevity", and "we contribute to the realization of a sustainable society through the honest business operations and efforts to solve social and environmental issues, and aim to be a company that is trusted and supported by our customers and other stakeholders, and that grows sustainably and stably".
- In "Sumitomo Life Group Vision 2030"—a roadmap to 2030 for the Sumitomo Life Group, the company aims to develop strategies and programs that promote the well-being of all business partners, employees, and other stakeholders and contribute to "well-being" for as many people as possible and ensure a sustainable future. In "Sumitomo Life Medium-Term Business Plan 2025" which was formulated based on "Sumitomo Life Group Vision 2030" and other management policies, the company sets forth specific initiatives to resolve Key Items of Sustainability (Materiality).  
<https://www.sumitomolife.co.jp/english/newsrelease/pdf/nr20230331.pdf>
- The Company discloses its initiatives to sustainability and details of the analyses of the risks and opportunities associated with climate change based on a framework of TCFD in the Sustainability Report and on its website.  
<https://www.sumitomolife.co.jp/english/annual/#sec03>

<Investments, etc. in human capital and intellectual property>

- In "Sumitomo Life Group Vision 2030," the Company upholds an "indispensable insurance group that contributes to well-being"—as our vision for 2030 and promotes initiatives to enhance the "value rooted in human" of every employee.
- In "Sumitomo Life Medium-Term Business Plan 2025," the Company upholds that it promotes to create a group of highly competitive human capital who provide well-being and positioned "Human capital development" as one of the engines for various initiatives. These initiatives are posted on the website of the Company and disclosed in the Disclosure Report.

[Supplementary Principle 4-1 (1)]

- From the viewpoint of supporting Executive Officers for their speedy and decisive decision-making, the

Company in principle delegates the authority on business execution decisions to Executive Officers, excluding matters for which delegation of the authority from the Board of Directors to Executive Officers is prohibited by laws and regulations.

- This policy is specified in “Corporate Governance Guidelines.”

[Supplementary Principle 4-1 (3)]

- In order to ensure the transparency and appropriateness of the appointment process of President & Chief Executive Officer, the successor plan for President & Chief Executive Officer is deliberated by the Nominating Committee, where an Outside Director serves as the chairman and the majority of the committee members is Outside Directors, and the Board of Directors appropriately supervises the plan by receiving reports on the deliberations.

[Supplementary Principle 4-3 (2)]

- If President & Chief Executive Officer is appointed within the Company, potential successors to President shall be developed through timely and appropriate missions assigned to them. More than one candidate shall be selected from the group of the candidates with sufficient knowledge and experience as well as deep insight required to fulfill the duties as President. The Company makes it the basic policy for the Nominating Committee to observe them for a certain period to confirm eligibility as a successor to President, and to report a person considered to be the most eligible among them to the Board of Directors, and for the Board of Directors to appoint him/her as President.

[Supplementary Principle 4-3 (3)]

- In situations where it is deemed that President & Chief Executive Officer is not adequately fulfilling his/her role, the Board of Directors resolves to dismiss the person, upon receiving advice from the Nominating Committee. Examples of such situations include cases where it is deemed that the Company’s prolonged, long-term, poor business performance is due to the management skills of President & Chief Executive Officer, or where the Company has lost its social credibility due to the occurrence of a material compliance or other type of problem.

[Principle 4-8: Effective utilization of Independent Outside Directors]

- The number of Outside Directors shall be equivalent to one third or more of the number of Directors of the Company. It is specified in “Corporate Governance Guidelines.”
- Currently, there are six Outside Directors out of eleven Directors; thus Outside Directors have a majority.

[Principle 4-9: Criteria for assessing independence and qualification of Independent Outside Directors]

- The Company establishes “Criteria for Independence of Outside Directors” based on the resolution of the Board of Directors.
- Details of the criteria are described below, and they are disclosed on the Company’s website.

[Supplementary Principle 4-11 (1)]

- The Company stipulates an approach to the structure, etc. of the Board of Directors in “Corporate Governance Guidelines.”

<View on “skills, etc. the Board of Directors should possess”>

- The Company specifies the nine areas in which “the Board of Directors should possess skills, etc., based on the Company’s management strategies,” i.e., “corporate management,” “financial affairs and accounting,” “legal affairs,” “finance and economy,” “consumer orientation,” “diversity,” “digital technology and IT,” “international focus,” and “life insurance business.”
- Each year, the Company’s Nominating Committee deliberates the composition of the Board of Directors and the knowledge, experience, capabilities, etc. (“skills”) required of Directors, and with regard to Outside Directors, talent with abundant experience and deep knowledge of “corporate management,” “financial affairs and accounting,” “legal affairs,” “finance and the economy,” “consumer orientation,” “diversity,” “digital technology and IT,” and “international focus” are elected and expected to reflect their sophisticated insight in the management of the Company.

Furthermore, as a company engaged in the life insurance business, skills in the “life insurance business” are crucial and indispensable to the determination of business execution and the appropriate supervision of Executive Officers, etc., and are mainly the responsibility of Internal Directors who possess experience of varied and abundant business execution as Executive Officers. The skills in the “life insurance business” include skills associated with “products and services,” “profit management (including actuary duties, accounting, operating expenses, and capital policies),” “consulting (including retail sales [sales representatives and multi-channel] and wholesale),” “asset management,” “overseas business,” “HR (including education and personnel policies),” “compliance and risk management,” and “group governance.”

- Of the nine skills, “consumer orientation” and “diversity,” in particular, tend to embody a multitude of

meanings. However, the Company has cited the notion of contributing to the advancement of social and public welfare through the insurance business in the first clause of the Company’s “Management Policy,” which serves as its corporate philosophy, and “customer orientation” is integrally connected to our purpose (our reason for existence), which aims to realize a society of affluence, vitality, health and longevity, through fair and quality business activities trusted by the customers and society.

Furthermore, the Company upholds the notion of aiming to increase productivity by enhancing “human value,” digitize insurance administration procedures, create and supply content that maximizes the value of data, and more to enhance our provision of services that “fuse human value and digital technology” as the basic policy of its business plan and sets the completion of our vision of becoming an “indispensable insurance group that contributes to well-being” by 2030.

The involvement of “human” is crucial for unequivocally communicating the value of something as intangible as insurance to the customers, and by utilizing “digital technology,” it is imperative that we continue to improve the “value rooted in human.” To this end, the skills associated with “diversity” that consistently propels improvement in the workplace environment allowing for diverse human capital to reach their potential are particularly significant for the Company. Furthermore, the presence of Directors with various backgrounds begets various perspectives, which, in turn, leads to the enhancement of decision-making capabilities of the Board of Directors as a whole. Accordingly, the Company will also continue to keep the diversity in mind when considering the composition of the Board of Directors.

<Skills matrix listing the knowledge, experience, and abilities of the directors>

Name (Age, as of July 4, 2023)	Masahiro Hashimoto (67)	Yukinori Takada (58)	Hideyuki Sumi (60)	Takeshi Eimori (59)	Tatsuya Yuri (59)	Kitataka Mori (66)	Toshiko Katayama (70)	Kenzo Yamamoto (69)	Touko Shirakawa (62)	Shigeru Ishii (68)	Mitsuyoshi Kobayashi (65)
Position and responsibilities at the Company	Chairman of the Board Representative Executive Officer	Director President & Chief Executive Officer (Representative Executive Officer)	Director Deputy President & Executive Officer (Representative Executive Officer) (Group Sustainability Officer)	Director Senior Managing Executive Officer (Representative Executive Officer)	Director	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director
	Member of Nominating Committee and Compensation Committee	Member of Nominating Committee and Compensation Committee	Brand Communication Dept., Corporate Planning Dept., Actuarial and Budgeting Dept., and Accounting Dept.	Operations Planning Dept., Policy Service Dept., Customer Service Dept., Claims Dept., Underwriting Dept., and Corporate Clients Service Dept.	Member of Full-time Audit Committee	Chairman of Audit Committee	Member of Audit Committee	Chairman of Nominating Committee and Compensation Committee	Member of Nominating Committee and Compensation Committee	Member of Audit Committee	Member of Nominating Committee and Compensation Committee
Corporate management	○	○	○	○	○			○		○	○
Financial affairs and accounting			○			○				○	
Legal affairs				○			○				
Finance and economy	○							○		○	
Consumer orientation		○			○		○		○		○
Diversity		○		○	○		○		○		
Digital technology and IT		○			○					○	○
International focus	○			○		○		○	○	○	
Life insurance business	○	○	○	○	○						

[Supplementary Principle 4-11 (2)]

- For the appointment of candidates for Outside Directors, the Company confirms the ability of fulfilling duties as Outside Directors of the Company.
- The status of concurrent positions of Outside Directors is disclosed in the Business Report.

[Supplementary Principle 4-11 (3)]

- The Company evaluates the effectiveness of the Board of Directors and three statutory committees

<p>(Nominating Committee, Audit Committee, Compensation Committee) (hereinafter, collectively referred to as the “Board of Directors, etc.”) once a year, in order to enhance its functions.</p> <ul style="list-style-type: none"> <li>- The Company evaluates the effectiveness of the Board of Directors, etc. by the resolution of the Board of Directors. In evaluating the effectiveness of the Board of Directors, etc., the Company conducts a questionnaire survey of all Directors, and the results of the survey are discussed at the Outside Directors Council which is composed of all Outside Directors, before the resolution of the Board of Directors.</li> <li>- While an overview of the evaluation result regarding the effectiveness of the Board of Directors, etc. is disclosed on the Company’s website, the Company determines that they are functioning effectively in terms of both decision-making and supervision functions. On the other hand, in recognition that there is room for further enhancement, the Company will take measures for their resolution and work to further increase effectiveness.</li> </ul> <p>[Supplementary Principle 4-14 (2)]</p> <ul style="list-style-type: none"> <li>- Capturing the opportunity of revisions to important laws and regulations, etc., the Company shall, as necessary, support learning of knowledge necessary for Directors to fulfill their duties accurately through measures such as conducting trainings with the use of internal and external human resources.</li> <li>- Especially, with regard to Outside Directors assuming their positions, the Company shall make efforts to provide knowledge necessary for Directors of the Company to fulfill their duties, including management conditions and line of business of the Company, details of regulations required by laws and regulations and others.</li> <li>- These policies are stipulated in “Corporate Governance Guidelines.”</li> </ul> <p>[Principle 5-1: Policy for constructive dialogue with Members]</p> <ul style="list-style-type: none"> <li>- The Company holds a Policyholder Conference annually as a place to hear opinions from Policyholders (Members). Participation to a Policyholder Conference is based on an open application system, and the date and time, etc. of the conference are posted on the website, etc.</li> <li>- With regard to Policyholder Representatives, a questionnaire is attached to the Policyholder Representatives Newsletter published three times a year, and courteous answers are given to questions received.</li> <li>- Systems and initiatives for dialogue with Members are stipulated in “Corporate Governance Guidelines.”</li> </ul>
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2. Capital Structure

The Company is a mutual company, and there are no shareholders. Accordingly, no matter is applicable to this item.
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3. Corporate Attributes

Fiscal Year-end	March
Sector	Insurance
Number of Employees (Consolidated) at End of Previous Fiscal Year	Not less than 1,000 persons
Sales (Consolidated) in Previous Fiscal year	Not less than 1 trillion yen
Number of Consolidated Subsidiaries at End of Previous Fiscal Year	Not less than 10, but below 50

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

The Company is a mutual company, and there are no shareholders. Accordingly, no policy is stipulated applicable to this item.
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5. Other Special Circumstances that may have a Material Impact on Corporate Governance

No matter is applicable to this item.
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**II. Overview of Corporate Governance Structure in terms of the Organization of Management regarding Managerial Decision-Making, Execution, Oversight and Other Matters**

1. Items Concerning Institutional Structure, Organizational Operation, etc.

Organization Form	Company with Committees
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[Directors]

Number of Directors in the Company’s Articles of Incorporation	15 or less
Term of Directors specified in the Company’s Articles of Incorporation	1 year

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Chairman of the Board of Directors	Chairman
Number of Directors	11
Elected Outside Directors	Elected
Number of Outside Directors	6
Number of Outside Directors that fulfills the “Criteria for Independence of Outside Directors”	6

### Relationship with the Company (1)

Name	Attribution	Relationship with the Company (*1)									
		a	b	c	d	e	f	g	h	i	j
Kimitaka Mori	Certified public accountant		△	△					△		
Toshiko Katayama	Attorney at law		△	△							
Kenzo Yamamoto	Comes from other company		△	△					△		
Touko Shirakawa	Other		△	△							
Shigeru Ishii	Comes from other company		△	△					△		
Mitsuyoshi Kobayashi	Comes from other company		△	△					△		

\* Selection criteria regarding relationship with the Company

\*“○” when the director presently falls or has recently fallen under the category; “△” when the director fell under the category in the past; “●” when a close relative of the director presently falls or has recently fallen under the category; and “▲” when a close relative of the director fell under the category in the past.

- (a) A business executor of the Company or its subsidiary
- (b) A business executor or a non-executive director of a parent company of the Company
- (c) A business executor of a sister company of the Company
- (d) An individual whose major business client is the Company or a business executor of individual
- (e) A major business client of the Company or a business executor of business client
- (f) A consultant, accounting specialist, or legal specialist who receives a substantial amount of money or assets other than officers' remuneration from the Company
- (g) A major shareholder of the Company (or a business executor of the said major shareholder if the shareholder is a legal entity)
- (h) A business executor of a business client (that does not fall under any of (d), (e), or (f) of the Company [This applies to the individual only.]
- (i) A business executor of a company whose external officers are mutually assigned [This applies to the individual only.]
- (j) A business executor of a company to which the Company donates products, services, or money [This applies to the individual only.]
- (k) Other

### Relationship with the Company (2)

Name	Committee to which they belong			Independent Director	Supplementary Information in Regard to Applicable Items	Reason(s) for Appointment
	Nominating Committee	Compensation Committee	Audit Committee			
Kimitaka Mori			○	○	Mr. Kimitaka Mori is a certified public accountant. Although previously a partner of the audit firm which is the Accounting Auditor of the Company or its subsidiaries, he has not engaged in audit assignments of the companies and resigned from the audit firm in June 2013.	The Company appoints Mr. Kimitaka Mori as an Outside Director because the Company expects that his abundant knowledge, experience and insight in the field of corporate accounting will be reflected in the management of the Company. He meets the “Criteria for Independence of Outside Directors” established by the Company.
Toshiko Katayama			○	○	—	The Company appoints Ms. Toshiko Katayama as an Outside Director because the Company expects that her



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						abundant knowledge, experience and insight as an expert in consumer issues and laws will be reflected in the management of the Company. She meets the “Criteria for Independence of Outside Directors” established by the Company.
Kenzo Yamamoto	○	○		○	—	The company appoints Mr. Kenzo Yamamoto as an Outside Director because the Company expects that his abundant knowledge, experience and insight as a former Executive Director and Director-General of the Bank of Japan, and as an expert in finance and economics, will be reflected in the management of the Company. He meets the “Criteria for Independence of Outside Directors” established by the Company.
Touko Shirakawa	○	○		○	—	The Company appoints Ms. Touko Shirakawa as an Outside Director because the Company expects that her abundant knowledge, experience and insight as an expert in promoting diversity, work-style reforms, and participation and advancement of women and middle age resources will be reflected in the management of the Company. She meets the “Criteria for Independence of Outside Directors” established by the Company.
Shigeru Ishii			○	○	The Company has transactions with the company to which Mr. Shigeru Ishii belonged in the past. However, the transactions are based on general terms and conditions, and the transaction amounts account for an insignificant portion of consolidated net sales.	The Company appoints Mr. Shigeru Ishii as an Outside Director because the Company expects that his abundant knowledge, experience and insight as an experienced Representative Director of a financial group will be reflected in the management of the Company. He meets the “Criteria for Independence of Outside Directors” established by the Company.
Mitsuyoshi Kobayashi	○	○		○	The Company has transactions with the company to	The Company appoints Mr. Mitsuyoshi Kobayashi as an Outside Director because the



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					which Mr. Mitsuyoshi Kobayashi belongs. However, the transactions are based on general terms and conditions, and the transaction amounts account for an insignificant portion of consolidated net sales.	Company expects that his abundant knowledge, experience and insight as an experienced Representative Director of a telecommunications carriers will be reflected in the management of the Company. He meets the “Criteria for Independence of Outside Directors” established by the Company.
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### [Various committees]

Composition of members and attribution of the chairman of each committee

	Total number of committee members	Full time member(s)	Internal Director(s)	Outside Director(s)	Chairman
Nominating Committee	5	2	2	3	Outside Director
Compensation Committee	5	2	2	3	Outside Director
Audit Committee	4	1	1	3	Outside Director

### [Matters related to Executive Officers]

Number of Executive Officers	15
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Status of concurrent positions

Name	Existence or nonexistence of the authority of representation	Existence or nonexistence of a concurrent position as a Director			Existence or nonexistence of a concurrent position as an employee
			Nominating Committee	Compensation Committee	
Masahiro Hashimoto	Exists	Exists	○	○	None
Yukinori Takada	Exists	Exists	○	○	None
Hideyuki Sumi	Exists	Exists	×	×	None
Takeshi Eimori	Exists	Exists	×	×	None
Iwao Matsumoto	None	None	×	×	None
Kiyoshi Horie	None	None	×	×	None
Makoto Matsumoto	None	None	×	×	None
Toyoki Iwai	None	None	×	×	None
Toru Shiomitsu	None	None	×	×	None
Hideo Fuji	None	None	×	×	None
Makoto Kayama	None	None	×	×	None
Nobuji Takao	None	None	×	×	None
Atsushi Hashimoto	None	None	×	×	None
Keisuke Terasaki	None	None	×	×	None
Kensei Kawaguchi	None	None	×	×	None

### [Audit structure]

Existence or Nonexistence of Directors and Employees to Assist Duties of Audit Committee	Exists
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Matters related to independence of such Directors and employees from Executive Officers

- The Secretariat of Audit Committee is established as an organization under the direct control of the Audit Committee.
- A prior consent of the Audit Committee shall be obtained for the quorum and budget of the Secretariat of

Audit Committee, as well as transfer, salaries, evaluations and reward and punishment of staff of the Secretariat of Audit Committee.

**Status of cooperation among Audit Committee, Accounting Auditor and Internal Audit Department**

- The Audit Committee defines measures to enhance cooperation, such as the Internal Audit Department shall, as necessary, report the necessary matters to the Audit Committee, and the Internal Audit Plan shall be approved by the Audit Committee, in various regulations including Basic Policy for Internal Control, since it performs organizational audits by using the internal control system.
- In Basic Policy for Internal Control, the directive command authority from the Audit Committee to the Internal Audit Department is prescribed.
- In the Audit Regulations, there is an effort to enhance cooperation between the Audit Committee and the Accounting Auditor, including the provisions to hold regular meetings between the Audit Committee and the Accounting Auditor.
- With regard to cooperation between the Accounting Auditor and the Internal Audit Department, the provisions in the Internal Audit Regulations prescribe that a close cooperation with the Accounting Auditor shall be ensured. In Audit Report Meetings held twice a year, the Internal Audit Department reports to the Accounting Auditor the internal audit plan and results of internal audit, and the Accounting Auditor reports to the Internal Audit Department the status of audit execution, etc. Thus, efforts are made for close cooperation.

**[Independent Directors]**

<b>Number of Independent Directors</b>	6
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**Other Matters Relating to Independent Directors/Audit & Supervisory Board Members**

The Company defines “Criteria for Independence of Outside Directors” by the resolution of the Board of Directors, and it is confirmed that candidates for Outside Directors fulfill the said criteria upon their nomination. Details of “Criteria for Independence of Outside Directors” are as follows:

**[Criteria for Independence of Outside Directors]**

Aiming at ensuring appropriateness and further enhancement of corporate governance, “Criteria for Independence of Outside Directors” are defined from the viewpoint of focusing on independence of Outside Directors as follows:

At the Company, Independent Outside Directors shall not be applicable to any of the items in the criteria.

1. A business executor of the Company, its subsidiaries or affiliates (including those who were such business executors within the past 10 years). However, if he/she served as an Audit & Supervisory Board Member within the past 10 years, this also includes a person who was a business executor within 10 years before assuming the position as an Audit & Supervisory Board Member.
  - \* A business executor refers to all officers and employees excluding Outside Directors and Audit & Supervisory Board Members.
2. A business executor of a major business client of the Company or its subsidiaries (including those who were such business executors within the past 5 years).
  - \* A major business client refers to a company with transaction amounts that account for 2% or more of consolidated net sales (consolidated insurance premiums and other investment income for the Company) at either of the companies for any of the last three fiscal years.
3. A person who currently serves as a partner of an audit firm, which is the Accounting Auditor of the Company or its subsidiaries (including those who were engaged in audit assignments of the Company or its subsidiaries as such a partner in the last three years).
4. Attorneys at law, certified public accountants, tax accountants or other consultants themselves or organizations to which they belong that receive a substantial amount of money or other property benefits from the Company or its subsidiaries.
  - \* A substantial amount of money or other property benefits refer to more than 10.00 million yen annually on average for the last three fiscal years (excluding compensation for Outside Directors/Audit & Supervisory Board Members).
5. Spouses or relatives in the second degree to the person listed below (excluding an insignificant person).
  - Officers and employees of the Company
  - A person applicable to either of the above 2. to 4.

**[Incentives]**

<b>Implementation of Measures to Grant Incentives to</b>	Introduction of performance linked compensation
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## CORPORATE GOVERNANCE

Directors and Executive Officers	
Supplementary Information regarding Applicable Item	
Issues concerning the performance linked compensation is disclosed by describing in the Business Report, and the same content is also posted on the website of the Company.	
The Grantees of Stock Options as Stock-linked Compensation	—
Supplementary Information regarding Applicable Item	
Since the Company is a mutual company, stock options are not implemented.	
[Director/Executive Officer Compensation]	
Disclosure Status	Individual compensation is not disclosed.
Supplementary Information regarding Applicable Item	
The total amount of compensation of Directors or Executive Officers is disclosed by describing in the Business Report, and the same content is also posted on the website of the Company. There are no persons whose compensation exceeds 100 million yen.	
Existence or Nonexistence of Policies that Determine the Amount or Calculation Method of Compensation	Exists
Disclosure of Policies that Determine the Amount or Calculation Method of Compensation	
The Compensation Committee establishes “Policy regarding the determination of contents of each individual compensation, etc. for Executive Officers and Directors,” and it is posted on the website of the Company.	

### [The Support System for Outside Directors]

<input type="checkbox"/> The Support System for the Board of Directors <ul style="list-style-type: none"> <li>- Secretariat of the Board of Directors is defined as General Affairs Department.</li> <li>- With regard to Outside Directors, staff of General Affairs Department or the department who handed in the agenda explains in advance the agenda of Board of Directors meetings and provides support for contributing to active discussions at the Board of Directors meetings.</li> <li>- In addition, capturing the opportunity of revisions to important laws and regulations, etc., the Company shall, as necessary, support learning of knowledge necessary for Directors to fulfill their duties accurately through measures such as conducting trainings with the use of internal and external human resources.</li> <li>- When Outside Directors take their office, the Company makes efforts to provide information related to the Company’s management conditions and line of business, contents of the regulations by laws and regulations, and other knowledge that is required when performing their duties as Directors of the Company.</li> </ul>
<input type="checkbox"/> The Support System for Nominating Committee and Compensation Committee <ul style="list-style-type: none"> <li>- Secretariats of both committees are defined as Personal Department.</li> <li>- To members of committees who are Outside Directors, staff of Personal Department explains in advance the agenda of both of the committee meetings and provides support for contributing to active discussions at the committee meetings.</li> </ul>
<input type="checkbox"/> The Support System for Audit Committee <ul style="list-style-type: none"> <li>- As a secretariat for the Audit Committee, Secretariat of Audit Committee is established as an organization under the direct control of the Audit Committee.</li> <li>- In addition, from the viewpoint of ensuring the effectiveness of audits by using the internal control system, Audit Committee Members who are Outside Directors are assigned as full-time Audit Committee Members in order to enhance cooperation with internal related departments.</li> <li>- With regard to Audit Committee Members who are Outside Directors, staff of the Secretariat of Audit Committee explains in advance agenda of Audit Committee meetings and provides support for contributing to active discussions in Audit Committee meetings.</li> </ul>
<input type="checkbox"/> Expenses incurred for executing duties <ul style="list-style-type: none"> <li>- Outside Directors may receive advice from external experts on costs of the Company, if such advice is necessary to execute their duties.</li> </ul>

[Status of persons retired from Representative Director and President, etc.]

Names, etc., of advisors who have formerly served as Representative Director and President, etc.

Name	Title /	Activity Description	Working Arrangement	Date of	Term
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## CORPORATE GOVERNANCE

	Position		/ Conditions (Full-time / Part-time, Compensation)	Retirement from President, etc.	
Yoshio Sato	Special Advisor	Activities related to business circles and social contribution (unrelated to management) [Main titles] Japan-Spain Symposium Co-Chairs, Japanese Chair, etc.	Working Arrangement: Part- Time Compensation: Yes	Retirement from President: March 31, 2014 Retirement from Chairman: March 31, 2021	Until July 2030

Total number of advisors who have formerly served as Representative Director and President, etc.	1
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2. Items Concerning Functions such as Execution of Business, Audit and Supervision, Nomination, and Compensation Determination (Overview of the current state of Corporate Governance Structure)

<p>Overview of Corporate Governance Structure of the Company is as follows:</p> <p><input type="checkbox"/> Directors and the Board of Directors</p> <ul style="list-style-type: none"> <li>- Major roles of the Board of Directors are to determine matters concerning basic policies of management and internal control systems, which are considered to be the exclusive prerogatives of the Board of Directors in laws and regulations, and to supervise the execution of duties by Executive Officers and Directors.</li> <li>- From the viewpoint of supporting Executive Officers for their speedy and decisive decision-making, the Company in principle delegates the authority on business execution decisions to Executive Officers, excluding matters for which delegation of the authority from the Board of Directors to Executive Officers is prohibited by laws and regulations.</li> <li>- Based on the viewpoints of active reflection of external knowledge to management and diversity of Directors, the majority of the Board of Directors is currently Outside Directors.</li> <li>- From the viewpoints of ensuring sustainable corporate growth and enhancing corporate value over the medium- to long-term, Outside Directors shall provide advice based on their knowledge and appropriately reflect external knowledge to the Board of Directors, based on opinions from various stakeholders.</li> </ul> <p><input type="checkbox"/> Nominating Committee</p> <ul style="list-style-type: none"> <li>- Nominating Committee establishes the “Policy for appointment of candidates for Directors,” and determines contents of agenda of Board of Policyholder Representatives Meeting on appointments and dismissals of Directors. It also carries out deliberations on the following matters after receiving consultations from the Board of Directors and provides response to the Board of Directors.             <ol style="list-style-type: none"> <li>1. Matters related to policies for appointment of Audit Committee Members</li> <li>2. Matters related to policies for appointment of Executive Officers</li> <li>3. Matters related to appointment and dismissal of Executive Officers</li> <li>4. Matters related to appointment and discharge of the Representative Executive Officer</li> <li>5. Matters related to appointment and discharge of Executive Officers with Special Titles</li> <li>6. Matters related to policies for appointment of Executive Officers, as defined in our internal regulation</li> <li>7. Matters related to policies for appointment of Executive Fellows</li> <li>8. Matters related to appointment and dismissal of Appointed Actuary</li> <li>9. Other matters that the Board of Directors deems necessary</li> </ol> </li> </ul> <p><input type="checkbox"/> Audit Committee</p> <ul style="list-style-type: none"> <li>- The Audit Committee performs audits based on Audit Regulations and Audit Plan, and prepares an audit report. It also establishes policies of determination of dismissal or non-reappointment of the Accounting Auditor and criteria for evaluating the Accounting Auditor, and determines the contents of agenda for appointment and dismissal and non-reappointment of the Accounting Auditor to be submitted to Board of Policyholder Representatives Meeting.</li> <li>- The Audit Committee carries out deliberations on matters related to internal control systems prescribed by the Insurance Business Act and other matters that the Board of Directors deemed necessary upon receiving consultations from the Board of Directors and provides response to the Board of Directors.</li> </ul> <p><input type="checkbox"/> Compensation Committee</p> <ul style="list-style-type: none"> <li>- The Compensation Committee establishes “Policy regarding the determination of contents of each individual compensation, etc. for Executive Officers and Directors” and determines individual</li> </ul>
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<p>compensation, etc. for Executive Officers and Directors. It also carries out deliberations on the following matters upon receiving consultations from the Board of Directors and provides response to the Board of Directors.</p> <ol style="list-style-type: none"> <li>1. Matters related to policies of compensations, etc. for Executive Officers, as defined in our internal regulation</li> <li>2. Matters related to policies of compensations, etc. for Executive Fellows</li> <li>3. Matters related to basic policies of compensations, etc. for employees (excluding Executive Officers, as defined in our internal regulation)</li> <li>4. Matters related to policies of compensations, etc. for Appointed Actuary</li> <li>5. Other matters that the Board of Directors deems necessary</li> </ol> <p><input type="checkbox"/> Outside Directors Council</p> <ul style="list-style-type: none"> <li>- In the Company, the Outside Directors Council is established consisting of all the Outside Directors, in order to facilitate free and active exchange of opinions regarding management strategy and business development over the medium- to long-term and other important matters on management among Outside Directors or between Outside Directors and the Representative Executive Officer, from the viewpoint of reflecting knowledge of Outside Directors on management.</li> </ul>
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3. **Reasons for Operating Under the Current Corporate Governance Structure**

<p>The Company chooses to be Company with Committees in order to further improving supervision functions, transparency and fairness of management by separating supervision functions and execution functions of management institutionally, from the viewpoint of striving to speed up decision-making through delegating authority to Executive Officers.</p>
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**III. Implementation of Measures Related to Members, Policyholder Representatives and Other Stakeholders**

1. **Measures to Revitalize the Board of Policyholder Representatives Meeting and Facilitate the Exercise of Voting Rights**

	Supplementary Information
Early Distribution of Convocation Notice of the Board of Policyholder Representatives Meeting	The Company sends a convocation notice three weeks or more before the date of Board of Policyholder Representatives Meeting to allow Policyholder Representatives to consider the contents of proposals sufficiently.
Scheduling of the Board of Policyholder Representatives Meeting avoiding the date on which corporate stakeholder meetings are concentrated	The Company convened the Board of Policyholder Representatives Meeting on July 4, 2023.
Exercise of Voting Rights through Electromagnetic Means	One of the requirements of candidates for Policyholder Representatives which are set in the criteria for appointment of candidates for Policyholder Representatives is the ability to participate sufficiently in activities as Policyholder Representatives, such as attendance to Board of Policyholder Representatives Meetings. Accordingly, attendance to Board of Policyholder Representatives Meetings is a principle, so electromagnetic method to exercise voting rights is not adopted. However, for Policyholder Representatives who cannot attend Board of Policyholder Representatives Meetings due to unavoidable reasons, the method to exercise voting rights in writing is adopted.
Adoption of a Platform for Electronic Exercising of Voting Rights and Other Measures to Improve the Environment for Exercise of Voting Rights by	As mentioned above, an electromagnetic method to exercise voting rights is not adopted. In addition, institutional investors shall not become Policyholder Representatives.

Institutional Investors	
Providing Convocation Notice of the Board of Policyholder Representatives Meeting (Summary) in English	Since Members of the Company are Policyholders and representatives of Members are Policyholder Representatives, it is not necessary to prepare for overseas investors, etc. Accordingly, an English version is not provided.
Other	A convocation notice is also posted on the website of the Company on the sending date of the convocation notice. At the Board of Policyholder Representatives Meeting, the Company makes efforts to provide visually facilitate explanations by using a big screen with slides, etc.

2. IR Activities

Since the Company is a mutual company and there are no shareholders, IR activities targeting shareholders are not performed. However, the following IR activities are performed targeting institutional investors in Japan and overseas who hold bonds, etc. issued by the Company.

Supplementary Information	
Preparing and disclosing of Disclosure Policy	“Basic policy on information disclosure” is prepared as disclosure policies addressed to stakeholders including Members (Policyholders). It is disclosed in the Disclosure Report and posted on the website of the Company.
Holding of Periodic Conferences for Analysts and Institutional Investors	For domestic and overseas institutional investors who hold bonds, etc. issued by the Company, IR activities such as explanation of financial results are performed.
Posting of IR Materials on Website	Various reports, etc., Major performance, materials of financial results, etc. are posted. <a href="https://www.sumitomolife.co.jp/english/annual/">https://www.sumitomolife.co.jp/english/annual/</a> <a href="https://www.sumitomolife.co.jp/english/about/ir/ir.html">https://www.sumitomolife.co.jp/english/about/ir/ir.html</a>
Establishment of a Section (Post) for IR	A person in charge of IR is assigned in the Corporate Planning Department.
Other	English versions of company overview, materials of financial results, Annual Report, Sustainability Report, etc. are posted on the website of the Company. <a href="https://www.sumitomolife.co.jp/english/">https://www.sumitomolife.co.jp/english/</a>

3. Measures to Respect the Position of Stakeholders

Supplementary Information	
Internal Rules, etc. to Respect the Position of Stakeholders	The operating policy of the Company sets the “Management Policy,” which is our corporate philosophy, as the apex. The “Sustainability Management Policy” stipulates the Company’s universal mission stated in the Management Policy reorganized from the sustainability perspective, and the “Sumitomo Life Brand Vision” states the “Image of the Company from customer’s perspective” that we aim to become in the medium-to long-term. Furthermore, the company formulated the “Sumitomo Life Group Code of Conduct” in order to ensure that each and every executive or employee of Sumitomo Life and each Group company will put the operating policy into practice through their actions, the “Policy on customer-oriented business operations” from the perspective of pursuing the best interests of our customers, and the “Sumitomo Life Group Code of Conduct” from the perspective of respecting the human rights of stakeholders involved in all business activities.
Implementation of Environmental Conservation Activities, CSR Activities, etc.	In order to contribute to the realization of a society of affluence, vitality, health and longevity through the sound operation and development of the insurance business, the Company is promoting CSR activities. In addition, based on the recognition that a commitment to environmental protection is one of the important management issues, the “Sumisei Environmental Policy” is established as concrete action policies for the global environment. Specific activities are posted on the website of the Company and also disclosed in the Disclosure Report.
Establishment of Policies, etc. Concerning Supplying	“Basic policy on information disclosure” is prepared, and it is disclosed in the Disclosure Report and posted on the website of the Company.

Information to Stakeholders	
Promotion of Health-focused Management	Based on the Health-focused Management Declaration established in April 2017 (revised in July 2021), the Company, in an effort to ensure the dynamic and maximum demonstration of each employee’s potential, places the highest priority on the “Well-being” that values the mental and physical health of employees and their families above all else, proactively provides full support to initiatives aimed at maintaining and improving health, and promotes “health-focused management” on the management level.

**IV. Items Related to Internal Control Systems**

**1. Basic Policy Concerning Internal Control Systems and Overview of their Implementation**

From the viewpoint of ensuring the soundness and appropriateness of management, the Company is working on “Enhancement of Internal Control Structure.” Pursuant to the provisions of Article 53-30, Paragraph 1, Item 1-b and e of the Insurance Business Act, the Board of Directors established the “Internal Control Basic Policy” and the “Group Management Basic Policy.” Based on these policies, the Company strives for enhancement of risk management, compliance framework and internal audit function including the sophistication of the business management structure of the entire Group, and carries out initiatives for the internal control system to function effectively, including development of the system to effectively implement audits by the Audit Committee.

**[Internal Control Basic Policy]**

The operating policy of the Company sets the “Management Policy,” which is our corporate philosophy, as the apex. The “Sustainability Management Policy” stipulates the Company’s universal mission stated in the Management Policy reorganized from the sustainability perspective, and the “Sumitomo Life Brand Vision” states the “Image of the Company from customer’s perspective” that we aim to become in the medium- to long-term. The “Sumitomo Life Group Code of Conduct” has been formulated as a set of guidelines, in order to ensure that each and every executive or employee of Sumitomo Life and each Group company will put the operating policy into practice through their actions. The “Policy on customer-oriented business operations” has been established and disclosed in order to pursue the best interests of our customers.

In accordance with the operating policy etc. described above, the Board of Directors establishes this policy as basic policies for development of the internal control system aimed at ensuring the soundness and appropriateness of business of the Company and its Subsidiaries and Affiliates etc. (hereinafter “Group Companies”), pursuant to the provisions of Article 53-30, Paragraph 1, Item 1-b and e of the Insurance Business Act. The Board of Directors determines this policy and ensures the acknowledgement on the part of officers and employees as well as implements disclosure according to laws and regulations.

Furthermore, the Company, as the business management company of the Group Companies, establishes the “Group Management Basic Policy” and works on the sophistication of the business management of the entire Group.

The Company establishes the internal control system in accordance with this policy and the Group Management Basic Policy, verifies its effectiveness at the Board of Directors, implements necessary improvements, and discloses the overview of the operational status of the internal control system.

**1. Definitions**

- a. “Group Companies” refers to the Company, its Subsidiaries and Affiliates.
- b. “Subsidiaries” refers to Subsidiary Corporation, etc. as defined in the Insurance Business Act.
- c. “Affiliates” refers to Affiliated Corporation, etc. as defined in the Insurance Business Act.
- d. “Subsidiaries and Affiliates” refers to Subsidiaries and Affiliates.

**2. System for the execution of duties of Audit Committee**

**1) Matters related to Directors and employees to assist duties of Audit Committee**

- a. The Secretariat of Audit Committee is established as an organization under the direct control of the Audit Committee.
- b. In the Secretariat of Audit Committee, Head of Secretariat of Audit Committee and employees (hereinafter, collectively “Staff”) are assigned to assist the Audit Committee under the directive command of the Audit Committee or Audit Committee Members designated by the Audit Committee.
- c. Prior consent from the Audit Committee shall be obtained on the following matters related to the Secretariat of Audit Committee:
  - (1) The quorum and budget
  - (2) Transfer, salaries, evaluations and reward and punishment of Staff

**2) System related to reporting to Audit Committee**



- a. The reporting system to the Audit Committee is ensured through the following methods:
  - (1) Attendance of Audit Committee Members to important meetings
  - (2) Reporting to the Audit Committee or Audit Committee Members from Directors, Executive Officers, Audit & Supervisory Board Members, Executive Officers as defined in our internal regulations and other employees of each Group Company or those who received reports from these people.
- b. Matters that require reporting to the Audit Committee through the methods described in above a. are the following:
  - (1) Matters determined by those in positions above Executive Officers in charge (including Executive Officers as defined in our internal regulations in charge; hereinafter, the same applies)
  - (2) Facts that may incur substantial damage on the Company (including facts at Subsidiaries and Affiliates)
  - (3) Significant facts of violations of laws and regulations or the Articles of Incorporation (including facts at Subsidiaries and Affiliates)
  - (4) Reporting status in the whistle-blowing system (including the reporting status at domestic Subsidiaries)
  - (5) Implementation status and results of internal audit (including those of Subsidiaries and Affiliates)
  - (6) Other matters that the Audit Committee requests reporting
- c. The person who made a report listed in above b. shall not be treated disadvantageously.

**3) Matters related to policies for procedures for prepayment or reimbursement of costs arising from execution of duties of Audit Committee Members (limited to those related to the execution of duties of Audit Committee) and other treatments of expenses or obligations arising from execution of the duties**

The Audit Committee records budgets in advance for expenses permitted as necessary to execute the duties. In addition, expenses paid on emergency or on a temporary basis are borne by the Audit Committee except when it is deemed not necessary for the execution of duties of the Audit Committee.

**4) Other systems to ensure effective implementation of audits by Audit Committee**

- a. Full-time Audit Committee Members are assigned in the Audit Committee, and they are, in principle, Internal Directors.
- b. Prior consent of the Audit Committee shall be obtained for appointment of General Manager of Internal Audit Department.
- c. The Audit Committee or Audit Committee Members nominated by the Audit committee give directions to Head of Internal Audit Department to report or investigate when it is necessary to carry out audit duties. When there are directions by the Audit Committee or Audit Committee Members nominated by the Audit committee, Head of Internal Audit Department follows such directions and takes necessary measures independently of each Executive Officer, etc.
- d. The Audit Committee dispatches Staffs of the Secretariat of Audit Committee as Audit & Supervisory Board Members of Subsidiaries to carry out audit duties as necessary.
- e. In addition to the preceding three paragraphs and the above a to d, "Audit Regulations" are also noted, and systems are ensured necessary to perform effective audits by Audit Committee, such as system for mutual communication and information exchange between the Audit Committee and the Representative Executive Officer, etc.

**3. System to ensure the appropriateness of business**

**1) System to ensure that Executive Officers and employees execute their duties compliant with laws and regulations and the Articles of Incorporation**

- a. Based on "Legal Compliance Policy," which defines the basic framework for compliance with laws and regulations, "Insurance Solicitation Management Policy" for ensuring proper insurance soliciting, compliance with laws and regulations is achieved thoroughly as follows:
  - (1) Compliance Control Department centrally manages matters related to compliance with laws and regulations concerning the entire company.
  - (2) Self-purifying function is enhanced by establishing the whistle-blowing system and by protecting whistleblowers.
  - (3) Executive Officers in charge of Compliance Control Department report on important matters related to compliance with laws and regulations to the Board of Directors, and promote communication with the Audit Committee.
- b. For appointment of Executive Officers, knowledge, experience and social credibility, etc. of candidates are appropriately taken into consideration.
- c. With regard to anti-social forces that threaten the order and safety of civil society, the relationship with such forces are cut off and eliminated based on "Policy on Handling of Anti-social Forces" by systematically handling them in a resolute attitude.

- d. To enhance soundness and transparency of management, corporate information shall be disclosed in a timely and appropriate manner in accordance with the “Information Disclosure Regulation.”
- e. To fulfill our responsibilities under insurance contracts, financial soundness shall be ensured by appropriately managing financial soundness and insurance accounting based on the “Financial Soundness and Actuarial Management Policy.”
- f. To ensure the reliability of our financial reporting, effectiveness of our internal control over financial reporting shall be assessed and improved in accordance with the “Regulation on Assessment of Internal Control over Financial Reporting.”

**2) System for preservation and management of information related to the execution of duties of Executive Officers**

Based on “Information Preservation Regulations,” which defines the information to be preserved and the preservation period, preservation and management of information are performed, and information shall be available for viewing within the preservation period.

**3) Regulations concerning management of risks of losses and other systems**

- a. Based on “Comprehensive Risk Management Policy,” which defines the basic framework for comprehensive risk management of the entire company, and based on each risk management policy which is established according to types of risks, risk management is performed as follows:
  - (1) Corporate Risk Management Department performs comprehensive risk management of the entire company, and each Risk Management Division performs management of each risk.
  - (2) Executive Officers in charge of Corporate Risk Management Department report on important matters related to risk management to the Board of Directors, and promote communication with the Audit Committee.
- b. The Company responds to crisis based on “Crisis Management Regulations,” which defines handling of situation at the time of crisis that cannot be handled with ordinary risk management. In addition, in case that business is difficult to be continued in the ordinary manner due to occurrence of crisis, measures are taken based on “Business Continuity Plan (BCP)” for continuing important business.

**4) System to ensure the efficient execution of duties by Executive Officers**

- a. Based on internal rules such as “Organization Regulations,” which defines the organizational and administrative segregation of duties and “Administrative Authority Regulations,” which defines the approval method and positions, the Company makes efforts for the appropriate and efficient segregation of roles and mutual checking function.
- b. Based on “Management Plan Regulations,” which defines the framework for management plans, the Company establishes management plans and executes business, and makes necessary improvements by reviewing the plans on a regular basis.
- c. Based on the “IT Governance Management Policy,” which defines the basic matters related to IT governance management structure, the Company formulates and implements IT strategies appropriately.

**5) System to ensure the appropriateness of business in a corporate group consisting of a mutual company and its real subsidiaries**

- a. The Company, as the business management company of the Group Companies, establishes the management framework of the Group for the following frameworks, based on the “Group Management Basic Policy.”
  - (1) Compliance Framework
  - (2) Actuarial Management Framework
  - (3) Risk Management Framework
  - (4) Outsourcing Framework
  - (5) Internal Audit Framework
- b. Based on the “Group Management Basic Policy” and “Subsidiaries and Affiliates Management Policy” and agreements on business management, business management of Subsidiaries and Affiliates is carried out including the following matters:
  - (1) Report to the Board of Directors or Executive Management Committee on the management status, etc. of Subsidiaries and Affiliates
  - (2) Development of regulations for risk management at Subsidiaries and establishment and review on a regular basis of risk management plans at Subsidiaries and Affiliates
  - (3) Establishment and review on a regular basis of business management plans of Subsidiaries and Affiliates and annual business plans of Subsidiaries
  - (4) Development of regulations for compliance with laws and regulations and establishment and review on a regular basis of compliance programs at Subsidiaries
- c. Officers and employees of the Company are dispatched as Audit & Supervisory Board Members or

Directors of Subsidiaries and Affiliates if necessary, to verify the effectiveness of the internal control system of Subsidiaries and Affiliates.

**6) System to ensure customer-oriented business operations**

Based on each policy aimed at customer-oriented business operations, the Company manages businesses related to insurance contracts including payments of insurance claims, protects customers' information and manages conflict of interests not to harm customers' interests.

**7) System to ensure the effectiveness of internal audit**

In order to ensure the effectiveness of internal audit, "Internal Audit Policy" is established, and internal audit is performed as follows:

- (1) Internal Audit Department which is independent from each organization, etc. where internal audit is performed verifies the appropriateness and effectiveness of the internal control structure, etc., and detect issues and problems, evaluate the internal control structure, etc., and provide suggestions and follow-up for improvement.
- (2) Executive Officers in charge of Internal Audit Department report important matters related to internal audit to the Board of Directors, and promote communication with the Audit Committee.

**[Group Management Basic Policy]**

This policy is established based on the "Management Policy," "Sustainability Management Policy" and the "Sumitomo Life Brand Vision" (hereinafter referred to as the "Operating Policy") and the "Internal Control Basic Policy."

**1. General Overview**

The Company, as the business management company of the Group Companies, shall, in accordance with the Operating Policy and the Internal Control Basic Policy, provide appropriate support for the establishment of autonomous business management structure in accordance with the jurisdiction, market environment and business lines of the Subsidiaries and Affiliates, and implement efficient management, thereby realizing the sophistication of the business management of the entire Group.

**2. Definitions**

- a. "Group Companies" refers to the Company, its Subsidiaries and Affiliates.
- b. "Subsidiaries" refers to Subsidiary Corporation, etc. as defined in the Insurance Business Act.
- c. "Affiliates" refers to Affiliated Corporation, etc. as defined in the Insurance Business Act.
- d. "Subsidiaries and Affiliates" refers to Subsidiaries and Affiliates.

**3. Management roles and responsibilities**

- a. Roles and Responsibilities of the Board of Directors and Directors
  - (1) Roles and Responsibilities of the Board of Directors
    - A. The Board of Directors shall establish this policy based on the Operating Policy and communicate this policy to all Group Companies.
    - B. The Board of Directors shall instruct each department defined in 4. below (hereinafter referred to as the "Group Companies Management Department") to establish the following policies (hereinafter referred to as "each Policy") before approving them, and make the Group Companies Management Departments communicate them to all Group Companies.
      - 1) Group Compliance Policy
      - 2) Group Actuarial Policy
      - 3) Group Risk Management Policy
      - 4) Group Outsourcing Management Policy
      - 5) Group Internal Audit Policy
    - C. The Board of Directors shall, based on reports on a regular basis or in a timely manner, review the effectiveness of the business management structure of the Group.
    - D. In the case that any problem is identified as a result of a review, the Board of Directors shall amend this policy or order the Group Companies Management Departments to amend each Policy before approving them. Furthermore, the Board of Directors shall instruct the Group Companies Management Departments to improve the problem areas and monitor the implementation status of the improvements.
  - (2) Roles and Responsibilities of Directors
 

Directors shall be fully aware of the importance of establishing and executing a business management structure of the entire Group in order to ensure the soundness of the Group and the appropriateness of its operation, and shall conduct management with an emphasis on them.
- b. Roles and Responsibilities of the President & CEO and the Executive Management Committee
 

The President & CEO and the Executive Management Committee shall:

- (1) instruct the Group Companies Management Departments to establish the following policies in accordance with each Policy before approving them, and make the Group Companies Management Department communicate them within the Company.
    - A. Group Compliance Regulation
    - B. Group Actuarial Regulation
    - C. Group Risk Management Regulation
    - D. Group Outsourcing Management Regulation
    - E. Group Internal Audit Regulation
  - (2) allocate sufficient personnel and authority to the Group Companies Management Departments.
  - c. Roles and Responsibilities of Executive Officers (including Executive Officers as defined in our internal regulations)  
Roles and Responsibilities of Executive Officers in charge of the Group Companies Management Departments shall be defined in each Policy.
- 4. Organizational Structure**
- a. Group Compliance Framework  
The Compliance Control Department shall oversee and manage matters related to legal compliance for the entire Group in accordance with the Group Compliance Policy.
  - b. Group Actuarial Framework  
The Actuarial and Budgeting Department shall oversee and manage actuarial matters for the entire Group in accordance with the Group Actuarial Policy.
  - c. Group Risk Management Framework  
The Corporate Risk Management Department shall oversee and manage risks for the entire Group in accordance with the Group Risk Management Policy and the Comprehensive Risk Management Policy.
  - d. Group Outsourcing Management Framework  
The General Affairs Department shall oversee and manage matters related to outsourcing for the entire Group in accordance with the Group Outsourcing Management Policy.
  - e. Group Internal Audit Framework  
The Internal Audit Department shall oversee and manage matters related to internal auditing for the entire Group in accordance with the Group Internal Audit Policy.

2. **Basic Policy and Overview of Implementation toward Elimination of Anti-social Forces**

The Company sets a guideline to cut off and eliminate relationship with anti-social forces in the “Sumitomo Life Group Code of Conduct,” which has been formulated in order to ensure that each and every executive or employee of Sumitomo Life and each Group company will put the operating policy into practice through their actions. In addition, “Policy on Handling of Anti-social Forces” is established to determine roles, responsibilities and organizational structure, etc. of the management.

**V. Other**

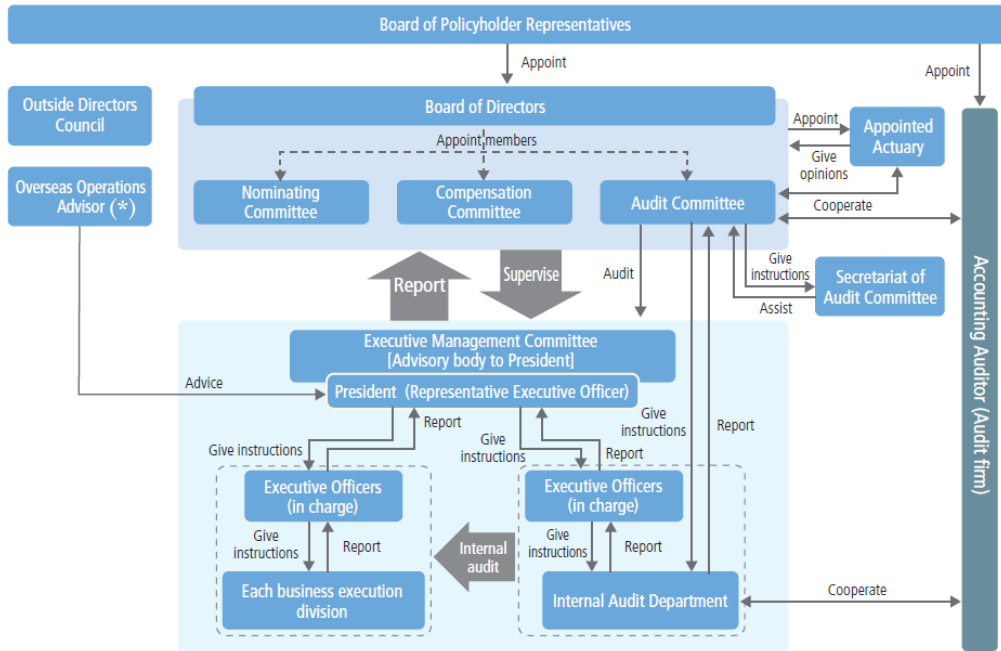
1. **Existence or Nonexistence of Takeover Defense Measures**

Since the Company is a mutual company and an acquisition is not expected, anti-takeover measures are not introduced.

2. **Other Items Concerning Corporate Governance Systems**

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**[Management Structure]**



\*Overseas Operations Advisor are appointed by outside experts.

**[Overview of the Information Disclosure System]**

In accordance with “Sumitomo Life Group Code of Conduct,” which has been formulated in order to ensure that each and every executive or employee of Sumitomo Life and each Group company will put the operating policy into practice through their actions, the Company discloses “Basic policy on information disclosure” from the viewpoint of aiming to improve the soundness and transparency of management by appropriately disclosing corporate information, as well as establishes “Information disclosure regulations” that stipulates matters concerning information disclosure system, etc.