

September 11, 2020

Sumitomo Life Insurance Company

Sumitomo Life joins “The Valuable 500” initiative to promote Disability Inclusion

Sumitomo Life Insurance Company (President & CEO: Masahiro Hashimoto; hereinafter “Sumitomo Life”) announced that it endorsed and joined “The Valuable 500” *1, an initiative to promote the participation of persons with disabilities (PWDs) in business.

*1 For more information, please visit the website of “The Valuable 500” at <https://www.thevaluable500.com/>

Launched at the World Economic Forum's Annual Summit in Davos in January 2019, “The Valuable 500” aims to get global business leaders to commit to accountable action on disability inclusion to unlock the business, social and economic value of people living with disabilities across the world.

In order to further promote Sumitomo Life Group's diversity and inclusion initiatives to ensure that diverse people are placed in the right position, Sumitomo Life has actively engaged in PWD employment mainly through its subsidiary. Furthermore, the “TomoWork Project” *2, which is an initiative built on empowering PWDs to create a new model of PWD employment in collaboration with local partners in Singapore, was launched in September 2019.

*2 For more information, please visit the news release of Sumitomo Life at

<https://www.sumitomolife.co.jp/english/newsrelease/pdf/nr20190918.pdf>

As a member of “The Valuable 500”, Sumitomo Life will maintain and enhance activities conducted up to now.

■ Sumitomo Life’s Valuable 500 Commitment

Sumitomo Life respects human rights. We, as Sumitomo Life Group, strive to continue to build a company where every employee can achieve their potential with dignity and confidence, and to contribute to the social development both regionally and internationally. Our “Sumitomo Life Group Code of Conduct” guides all employees’ behaviors and actions. As a member of The Valuable 500 we will work to:

- ✓ Promote the employment of PWDs. We will pursue sustainable and stable growth and achieve flexible recruitment and diversity of talent.

- ✓ Value diversity and provide suitable working environment where PWDs can excel. We will foster a culture which allows our employees to reach their full potential, feel rewarded and be fulfilled.
- ✓ Provide training opportunities for PWDs to grow, become independent, and take on active roles.
- ✓ Give training opportunities for all employees to better understand PWDs.
- ✓ Create new models of employment for PWDs by leveraging technology, so that we can empower PWDs and foster greater inclusion in the workplace.

Under Sumitomo Life's Brand Message of "Empowering your future", we will continue our sustainable growth by providing a place where all our employees can excel.

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