

March 3, 2020  
Meiji Yasuda Life Insurance Company

## **Announcement of Changes in Executive Personnel and Changes in Responsibilities of Executive Personnel (as of April 1, 2020)**

Meiji Yasuda Life Insurance Company (President: Akio Negishi) hereby announces changes in its executive personnel and changes in the responsibilities of its executive personnel that is implemented on April 1, 2020.

**Note: This document is a translation from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.**

## Changes in Executive Personnel

Note: "New Title" and "Former Title" indicate titles that have changed. As such, the new title represents titles indicated in "New Title" and in "No Change/Current Title" (if applicable), while the current title represents titles indicated in "Former Title" and in "No Change/Current Title" (if applicable).

### 1. Changes in Executive Officers and Operating Officers

New Title	Former Title	No Change/Current Title	Name
Deputy President	Senior Managing Executive Officer		Tadashi Onishi
Deputy President	Senior Managing Executive Officer		Shinya Makino
Senior Managing Executive Officer	Managing Executive Officer		Takashi Kikugawa
Senior Managing Executive Officer	Managing Executive Officer	Group Chief Compliance Officer (Group CCO)	Teruki Umezaki
Managing Executive Officer: Chief Executive, Individual Insurance Marketing Division	Managing Operating Officer: Chief General Manager, Nagoya Marketing Headquarters		Hideki Yamaguchi
Managing Executive Officer	Executive Officer	Group Chief Risk Officer (Group CRO)	Kenji Fukui
Managing Operating Officer: Chief General Manager, Saitama Marketing Headquarters	Operating Officer: Chief General Manager, East Metropolitan Marketing Headquarters		Shiro Kishimoto
Operating Officer		General Manager, Human Resources Department	Yoshiichi Asano

New Title	Former Title	No Change/Current Title	Name
Operating Officer: Responsible for the matters relevant to StanCorp	Deputy President of Meiji Yasuda Real Estate Management Company Limited		Daisaku Shintaku
Operating Officer: Chief General Manager, Nagoya Marketing Headquarters	Associate Officer: General Manager, Koriyama Regional Office		Nobuhiro Nakamura
Operating Officer: General Manager, Specified Insurance Product Investment Department	General Manager, Customer Relations Department		Takeo Ueda

Note: Please refer to Appendix 1 for the reason of the appointment of the Executive Officers and Operating Officers.

## 2. Retirees in Executive Officers and Operating Officers

New Title	Former Title	No Change/Current Title	Name
Retire	Deputy President: Group Chief Audit Officer (Group CAO)	Director	Masahiro Ifuku
Retire	Senior Managing Executive Officer: Chief Executive, Individual Insurance Marketing Division		Yasuyuki Ayai
Retire	Operating Officer: West Metropolitan Marketing Headquarters		Norio Shimizugashira

Notes:

1. Mr. Yasuyuki Ayai is appointed as Chairman of Meiji Yasuda Trading Company, Limited on April 1, 2020.
2. Mr. Norio Shimizugashira is appointed as President of Meiji Yasuda Insurance Service Company, Limited on April 1, 2020.

### 3. Changes and Retirees in Associate Officers

New Title	Former Title	No Change/Current Title	Name
(Retire)	Associate Officer: General Manager, Hiroshima Regional Office		Junji Inoue
Associate Officer: General Manager, Financial Institution Market Development Department	Associate Officer: General Manager, Corporate Market Development Department		Takashi Moriguchi
Associate Officer: General Manager, Customer-Oriented Service Department	Associate Officer: General Manager, Corporate Communications Department		Ritsuko Morimoto
Associate Officer: General Manager, 2nd Corporate Marketing Department	Associate Officer: General Manager, Sapporo Regional Office		Hiromasa Okada
Associate Officer: General Manager, Sapporo Regional Office	Associate Officer: General Manager, Product Development Department		Tsuyoshi Motomura
Associate Officer: General Manager, Marunouchi Regional Office	General Manager, Marunouchi Regional Office		Shinji Misawa
Associate Officer: General Manager, Branding Strategy Department	General Manager, Branding Strategy Department		Yutaka Taguchi
Associate Officer: Chief General Manager, Chiba Marketing Headquarters	General Manager, Agency Human Resources Management		Takeshi Kanayama

Note: Mr. Junji Inoue is appointed as President of Meiji Yasuda Diamond Athletics Co., Ltd. on April 1, 2020.

## Changes in Responsibilities of Executive Officers and Operating Officers

The new title below is added on April 1, 2020 in order to confirm and monitor actuarial operation in the group.

- Group Chief Actuary (Group CAc)

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(as of April 1, 2020)

New Title	Former Title	No Change/Current Title	Name
<p>Specified Insurance Product Investment Department</p>	<p>Separate Account Investment Department,</p>	<p>Deputy President: Chief Executive, Investment Division: Investment Planning &amp; Research Department, Corporate Finance Department, Credit Investment Department, Securities Investment Department, Real Estate Investment Department, Credit Analysis Department, Investment Administration Department, Secretarial Department</p>	Masao Aratani
<p>Deputy President</p> <p>Community Vitalization Project</p>	<p>Senior Managing Executive Officer</p>	<p>Wellness for All Project, Marketing Planning &amp; Research Department, Group Market Planning &amp; Research Department, Branding Strategy Department</p>	Tadashi Onishi
<p>Senior Managing Executive Officer</p> <p>Customer Service Department, Customer-Oriented Service Department</p>	<p>Managing Executive Officer</p> <p>Customer Relations Department</p>	<p>Group Chief Compliance Officer (Group CCO)</p> <p>Compliance Control Department, Legal Affairs Department</p>	Teruki Umezaki
<p>Managing Executive Officer: Chief Executive, Individual Insurance Marketing Division</p> <p>Agency Department, MYRA Development Department</p>	<p>Managing Operating Officer: Chief General Manager, Nagoya Marketing Headquarters</p>		Hideki Yamaguchi

New Title	Former Title	No Change/Current Title	Name
( Financial Institution Market Development Department )		Managing Executive Officer: Chief Executive, Corporate Marketing Division ( Corporate Market Development Department )	Masanao Kawamura
Group Chief Actuary (Group CAc)		Managing Executive Officer ( Profit Management & Actuarial Department, General Affairs Department )	Yasushi Ueda
( Underwriting Department, Claims Administration Department )		Managing Executive Officer ( Customer Service Planning & Administration Department, Policy Administration Department, Policy Service Department )	Toshiyuki Sumiyoshi
Managing Executive Officer ( Information Systems Department (Cyber Security & System Quality Management) )	Executive Officer ( Information Systems Department (System Quality Management) )	Group Chief Risk Officer (Group CRO) ( Credit Analysis & Investment Risk Management Department, Risk Management Control Department )	Kenji Fukui
Chief General Manager, Tokyo Marketing Headquarters	Chief General Manager, Central Tokyo Marketing Headquarters	Managing Operating Officer	Michihiko Hayashi
( Financial Institution Market Development Department )		Managing Operating Officer: Deputy Chief Executive, Corporate Marketing Division	Masahiro Koyama
Managing Operating Officer: Chief General Manager, Saitama Marketing Headquarters	Operating Officer: Chief General Manager, East Metropolitan Marketing Headquarters		Shiro Kishimoto

New Title	Former Title	No Change/Current Title	Name
General Manager, Corporate Market Development Department	Responsible for the matters relevant to StanCorp	Operating Officer	Minoru Wakabayashi
Chief General Manager, Kanagawa Marketing Headquarters	Deputy Chief Executive, Individual Insurance Marketing Division	Operating Officer	Kenji Soejima
Operating Officer		General Manager, Human Resources Department	Yoshiichi Asano
Operating Officer: Responsible for the matters relevant to StanCorp	Deputy President of Meiji Yasuda Real Estate Management Company Limited		Daisaku Shintaku
Operating Officer: Chief General Manager, Nagoya Marketing Headquarters	Associate Officer: General Manager, Koriyama Regional Office		Nobuhiro Nakamura
Operating Officer: General Manager, Specified Insurance Product Investment Department	General Manager, Customer Relations Department		Takeo Ueda

Note: Please refer to Appendix 2 for the Responsibilities of Executive Officers and Operating Officers.

**1. Basic principle for the appointment of the executive officers and the operating officers**

- The appointment is made by taking account of continuous business expansion and the activation of the organization through generation change and the rejuvenation with a view of steadily pursuing our strategies for medium- and long-term growth.
- In the appointment, priority is placed on their possession of social credibility, as well as their knowledge, experience and internal / external assessment that assure corporate management will be executed in an appropriate, fair and efficient manner.

**2. Basic principle and reasons for the appointment of the managing executive officers and executive officers effective April 1, 2020**

- (1) In appointing the deputy president, priority is placed on their capabilities in assisting the president through executing and formulating overall business policy and plan as well as offering advice regarding business management in addition to their proven track records.
- (2) In appointing the senior managing executive officers, priority is placed on their capabilities in assisting the president through executing and formulating overall business policy and plan in addition to their proven track records.
- (3) In appointing the managing executive officers, priority is placed on their capabilities in assisting the president through participating in overall business operations in addition to their proven track records.
- (4) In appointing the executive officers, priority is placed on their capabilities in assisting the president through participating in overall business operations in addition to their proven track records serving as operating officers.

Name	Reason for Appointment and Expected Role
Tadashi Onishi	Appointed as the deputy president based on his significant business experience especially in his contribution to the expansion of the number of customers, by settling and enhancing the “Wellness for All Project”, establishing a brand image inside and outside of the company, and formulating and promoting strategies for the sustainable growth of individual and group insurance marketing channels. Expected to play the leading role in the promotion of growth strategies and brand formation that will contribute to the realization of our goal of “Wellness for People, Vitality for Communities. To the most familiar leading life insurance ”
Shinya Makino	Appointed as the deputy president based on his contribution to the improvement of administrative service quality, the speed of system development, and the strengthening of the system development structure, which is the foundation of the current Medium-Term Business Plan, through the promotion of system development structure reform. Expected to play the leading role in building a system infrastructure by effectively integrating human and digital technologies, and promoting product development that emphasizes profitability, for business transformation and securing competitiveness.



Name	Reason for Appointment and Expected Role
Takashi Kikugawa	Appointed as the senior managing executive officer based on his significant business experience especially in his contribution to the advancement of asset management methods, including steady promotion of asset management administrative service reform, enhancement of credit investment and loan, and promotion of sustainability investment and loan. Expected to play the leading role in restructuring the asset management platform that contributes to the sustainable growth of total asset management income and asset health.
Teruki Umezaki	Appointed as the senior managing executive officer based on his significant business experience especially in his contribution to the advancement of the Group's compliance system and strengthening the customer-oriented management system. Expected to play the leading role in further advancement of customer-oriented management and enhancing compliance systems with the aim of achieving sustainable growth on a group basis.
Hideki Yamaguchi	Appointed as the managing executive officer based on his significant business experience in exerting his leadership role at regional office under his jurisdiction for improving the performance and share of the Nagoya market. Expected to play the leading role in increasing the market share of the individual insurance marketing division through collaboration with the J-League and local governments, and sales promotion of the “Best Style Health Cashback”.
Kenji Fukui	Appointed as the Managing Executive Officer based on his significant business experience especially in his contribution to supporting the establishment of business management based on ERM and the advancement of the group risk management system, as well as working to enhance the system quality management structure. Expected to play the leading role in sophistication of business management system in anticipation of transition to capital regulation based on economic value and reinforcement of screening system in response to diversification of investment methods.

### 3. Basic principle and reasons for the appointment of the managing operating officers effective April 1, 2020

In appointing the managing operating officers, priority is placed on their capabilities in assisting the president through their business operations in addition to their proven track records serving as operating officers.

Name	Reason for Appointment and Expected Role
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Shiro Kishimoto	Appointed as the managing operating officer based on his significant business experience in the individual insurance marketing performance, corporate worksite marketing performance of the regional offices under his jurisdiction, administrative service, and internal management. Expected to play the leading role to formulate and promote specific promotion items to improve market share in Saitama market, strengthen regional market development system, and exercise leadership role in improving the management capabilities of general managers under his jurisdiction.
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#### 4. Basic principle and reasons for the appointment of the new operating officers effective April 1, 2020

- Appointed diverse and appropriate human resources aiming to contribute to the stable and steady improvement of corporate value by further evolving “customer-oriented management”, the basic direction of long-term management with the aim of “Health for People, Energy for Towns. To the most familiar leading life insurance” and growth strategies and corporate strategies (including management base strategies and branding strategies) in the medium-term management plan.
- In addition, the newly appointed members are expected to demonstrate their capabilities in maximizing the organization’s performance based on their managerial experiences, multifaceted assessment as well as assessment result based on the Company’s human resource criteria of the Succession Plan.

Name	Reason for Appointment and Expected Role
Yoshiichi Asano	Appointed as the operating officer based on his significant business experience especially in improving work engagement and improving the human resources development system as a general manager, human resources department. Expected to play the leading role in building an advanced human resources development system to secure human resources for management and specialists.
Daisaku Shintaku	Appointed as the operating officer based on his contribution to group profits as a general manager of investment division and as a deputy president of a major group company, as well as his significant international experience. Expected to play the leading role in the sustainable growth of StanCorp.
Nobuhiro Nakamura	Appointed as the operating officer based on his significant business experience serving as a general manager in important regional offices. Expected to play the leading role in formulating and promoting specific promotion items to improve market share in Nagoya market and strengthening regional market development system.
Takeo Ueda	Appointed as the operating officer based on his significant business experience especially in promoting customer-oriented business operation system as a general manager, customer relations department. Expected to play the leading role in improving profitability through strengthening the investment structure of foreign currency insurance.

## Responsibilities of Executive Officers and Operating Officers

(as of April 1, 2020)

Name	Title	Responsibilities
Akio Negishi	President, Representative Executive Officer	《Group Chief Executive Officer (Group CEO) 》
Masao Aratani	Deputy President	〈Chief Executive, Investment Division〉 Investment Planning & Research Department, Corporate Finance Department*, Credit Investment Department*, Securities Investment Department, Specified Insurance Product Investment Department, Real Estate Investment Department, Credit Analysis Department*, Investment Administration Department*, Secretarial Department
Tadashi Onishi	Deputy President	[Wellness for All Project] [Community Vitalization Project] Marketing Planning & Research Department, Group Market Planning & Research Department, Branding Strategy Department
Shinya Makino	Deputy President	Claims Administration Department, Product Development Department, Human Resources Department*, Information Systems Department
Kazunori Yamauchi	Senior Managing Executive Officer	International Business Planning Department, International Business Development Department
Takashi Kikugawa	Senior Managing Executive Officer	Corporate Finance Department, Credit Investment Department, Investment Administration Department
Teruki Umezaki	Senior Managing Executive Officer	《Group Chief Compliance Officer (Group CCO) 》 Customer Service Department, Customer-Oriented Service Department, Compliance Control Department, Legal Affairs Department

Name	Title	Responsibilities
Hideki Nagashima	Managing Executive Officer	Sales Personnel Department, Human Resources Department, Affiliated Companies Department
Shinji Nakatani	Managing Executive Officer	〈Chief Executive, Public Marketing Division〉 Public Market Development Department
Hideki Yamaguchi	Managing Executive Officer	〈Chief Executive, Individual Insurance Marketing Division〉 Agency Department, MYRA Development Department
Koichi Nagao	Managing Executive Officer	Underwriting Department, Group Insurance Administration Department, Group Pension Administration Department
Atsushi Nakamura	Managing Executive Officer	International Business Planning Department*, Corporate Communications Department, Corporate Planning Department, Research Department
Masanao Kawamura	Managing Executive Officer	〈Chief Executive, Corporate Marketing Division〉 Corporate Market Development Department, Financial Institution Market Development Department
Yasushi Ueda	Managing Executive Officer	《Group Chief Actuary (Group CAc) 》 Profit Management & Actuarial Department, General Affairs Department
Toshiyuki Sumiyoshi	Managing Executive Officer	Customer Service Planning & Administration Department, Policy Administration Department, Underwriting Department*, Policy Service Department, Claims Administration Department*
Kenji Fukui	Managing Executive Officer	《Group Chief Risk Officer (Group CRO) 》 Credit Analysis & Investment Risk Management Department, Information Systems Department (Cyber Security & System Quality Management), Risk Management Control Department
Michihiko Hayashi	Managing Operating Officer	【Chief General Manager, Tokyo Marketing Headquarters】
Masahiro Koyama	Managing Operating Officer	〔Deputy Chief Executive, Corporate Marketing Division〕 Financial Institution Market Development Department*

Name	Title	Responsibilities
Shiro Kishimoto	Managing Operating Officer	【Chief General Manager, Saitama Marketing Headquarters】
Masanori Takano	Operating Officer	〔General Manager, 1st Public Sector Marketing Department〕
Minoru Wakabayashi	Operating Officer	〔General Manager, Corporate Market Development Department〕
Motohiko Sato	Operating Officer	〔General Manager, Credit Investment Department〕
Yoshiya Kato	Operating Officer	〔Chief General Manager, Osaka Marketing Headquarters〕
Hideaki Kurumaya	Operating Officer	〔Chief General Manager, Fukuoka Marketing Headquarters〕
Shinji Makino	Operating Officer	〔General Manager, Group Market Planning & Research Department〕
Nobuyuki Aoto	Operating Officer	〔General Manager, Information Systems Department〕
Kenji Soejima	Operating Officer	〈Chief General Manager, Kanagawa Marketing Headquarters〉
Toshihiko Naka	Operating Officer	〔General Manger, Marketing Planning & Research Department〕
Yoshiichi Asano	Operating Officer	〈General Manager, Human Resources Department〉
Daisaku Shintaku	Operating Officer	〈Responsible for the matters relevant to StanCorp〉

Name	Title	Responsibilities
Nobuhiro Nakamura	Operating Officer	〈Chief General Manager, Nagoya Marketing Headquarters〉
Takeo Ueda	Operating Officer	〈General Manager, Specified Insurance Product Investment Department〉

(\*) mark indicates that no authority to approve individual matters held at these Departments.