

March 1, 2022

Meiji Yasuda Life Insurance Company

## **Announcement of Changes in Executive Personnel and Responsibilities of Executive Personnel (as of April 1, 2022)**

Meiji Yasuda Life Insurance Company (Hideki Nagashima, President and Group CEO) hereby announces changes in its executive personnel and the responsibilities of its executive personnel that are implemented on April 1, 2022.

**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 Representative Executive Officer

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
Representative Executive Officer		Director, Deputy President	Masao Aratani

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

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
Senior Managing Executive Officer	Managing Executive Officer		Atsushi Nakamura
Managing Executive Officer	Operating Officer General Manager, Human Resources Department		Yoshiichi Asano
Managing Executive Officer	Operating Officer Responsible for the matters relevant to StanCorp		Daisaku Shintaku
Managing Executive Officer	Operating Officer Chief General Manager, Nagoya Marketing Headquarters		Nobuhiro Nakamura
Managing Executive Officer	Operating Officer General Manager, Specified Insurance Product Investment Department		Takeo Ueda
Managing Operating Officer Chief General Manager, Tokyo Marketing Headquarters	Operating Officer Chief General Manager, Kanagawa Marketing Headquarters		Kenji Soejima

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
<b>Operating Officer</b> Responsible for the matters relevant to StanCorp	<b>Associate Officer</b> General Manager, Affiliated Companies Department		Yutaka Taguchi
<b>Operating Officer</b> General Manager, Corporate Market Development Department	<b>Associate Officer</b> General Manager, Financial Institution Market Development Department		Takashi Moriguchi
<b>Operating Officer</b> Chief General Manager, Chiba Marketing Headquarters	<b>Associate Officer</b> General Manager, 2nd Corporate Marketing Department		Hiromasa Okada
<b>Operating Officer</b> General Manager, Customer Service Planning & Administration Department	General Manager, Government Relations Department		Yoshiaki Kanazawa
<b>Operating Officer</b> General Manager, Human Resources Department	General Manager, Compliance Control Department		Keiko Katayama
<b>Operating Officer</b>		General Manager, Corporate Planning Department	Toshiya Watanabe

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

### 3. Retirees in Executive Officers and Operating Officers

<b>New Title</b>	<b>Former Title</b>	<b>No Change/Current Title</b>	<b>Name</b>
Retire	Senior Managing Executive Officer		Kazunori Yamauchi
Retire	Managing Executive Officer		Toshihiko Naka

Retire	<b>Managing Operating Officer</b> Chief General Manager, Tokyo Marketing Headquarters		<b>Michihiko Hayashi</b>
Retire	<b>Managing Operating Officer</b> Deputy Chief Executive, Corporate Marketing Division		<b>Masahiro Koyama</b>
Retire	<b>Operating Officer</b> General Manager, Corporate Market Development Department		<b>Minoru Wakabayashi</b>

Notes:

1. Mr. Kazunori Yamauchi is appointed as Standing Advisor on April 1, 2022.
2. Mr. Toshihiko Naka is appointed as Chairman of the Board of Meiji Yasuda Life Planning Center Company, Limited on April 1, 2022.
3. Mr. Michihiko Hayashi is appointed as Chairman of the Board of Meiji Yasuda Payment Collection Business Services Co., Ltd. on April 1, 2022.
4. Mr. Masahiro Koyama is appointed as Chairman of the Board of Meiji Yasuda Business Plus Co., Ltd. on April 1, 2022.
5. Mr. Minoru Wakabayashi is appointed as Deputy President of Meiji Yasuda Asset Management Company Ltd. on April 1, 2022.

## Changes in Responsibilities of Executive Officers and Operating Officers

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).

(as of April 1, 2022)

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
Representative Executive Officer		Deputy President: Executive Officer, Investment Division Investment Planning & Research Department, Fixed Income Investment Department, Equity Investment Department, Real Estate Investment Department, Secretarial Department	Masao Aratani
	Chief Executive, Individual Insurance Marketing Division Agency Department, MYRA Development Department	Deputy President: Executive Officer, Domestic Marketing Division Wellness for All Project, Community Vitalization Project, Local Community Relation Development Department, Branding Strategy Department	Tadashi Onishi
	Sales Personnel Department, Affiliated Companies Department, Human Resources Department	Senior Managing Executive Officer, Group CCO Legal Affairs Department, Compliance Control Department	Teruki Umezaki
Senior Managing Executive Officer	Managing Executive Officer	Corporate Communications Department, Government Relations Department, Corporate Planning Department	Atsushi Nakamura
	Underwriting Department	Managing Executive Officer, Group Insurance Administration Department, Group Pension Administration Department	Koichi Nagao

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
	Financial Institution Market Development Department	Managing Executive Officer: Chief Executive, Corporate Marketing Division Corporate Market Development Department	Masanao Kawamura
	Policy Service Department	Managing Executive Officer, Customer Service Planning & Administration Department, Administrative Operation Department	Nobuyuki Aoto
Managing Executive Officer Sales Personnel Department, Affiliated Companies Department, Human Resources Department	Operating Officer General Manager, Human Resources Department		Yoshiichi Asano
Managing Executive Officer International Business Planning Department, International Business Development Department	Operating Officer Responsible for the matters relevant to StanCorp		Daisaku Shintaku
Managing Executive Officer: Chief Executive, the Individual Insurance Marketing Division: Agency Department, MYRA Development Department	Operating Officer, Chief General Manager, Nagoya Marketing Headquarters		Nobuhiro Nakamura
Managing Executive Officer Customer Service Department, Customer-Oriented Service Department	Operating Officer: General Manager, Specified Insurance Product Investment Department		Takeo Ueda
Chief General Manager, Kanagawa Marketing Headquarters	Chief General Manager, Saitama Marketing Headquarters	Managing Operating Officer	Shiro Kishimoto

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
<b>Managing Operating Officer:</b> Chief General Manager, Tokyo Marketing Headquarters	<b>Operating Officer:</b> Chief General Manager, Kanagawa Marketing Headquarters		Kenji Soejima
Chief General Manager, Saitama Marketing Headquarters	General Manager, Agency Department	Operating Officer	Tsuyoshi Yasuda
Chief General Manager, Nagoya Marketing Headquarters	Chief General Manager, Chiba Marketing Headquarters	Operating Officer	Takeshi Kanayama
General Manager, Agency Department	General Manager, Customer Service Planning & Administration Department	Operating Officer	Kenichi Arai
<b>Operating Officer,</b> Responsible for the matters relevant to StanCorp	<b>Associate Officer:</b> General Manager, Affiliated Companies Department		Yutaka Taguchi
<b>Operating Officer:</b> General Manager, Corporate Market Development Department	<b>Associate Officer:</b> General Manager, Financial Institution Market Development Department		Takashi Moriguchi
<b>Operating Officer:</b> Chief General Manager, Chiba Marketing Headquarters	<b>Associate Officer:</b> General Manager, 2nd Corporate Marketing Department		Hiromasa Okada
<b>Operating Officer:</b> General Manager, Customer Service Planning & Administration Department	General Manager, Government Relations Department		Yoshiaki Kanazawa
<b>Operating Officer:</b> General Manager, Human Resources Department	General Manager, Compliance Control Department		Keiko Katayama

<b>New Title</b> In charge of	<b>Former Title</b> In charge of	<b>No Change/Current Title</b> In charge of	<b>Name</b>
Operating Officer		General Manager, Corporate Planning Department	Toshiya Watanabe

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, 2022

- (1) 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.
- (2) 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.
- (3) 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
Atsushi Nakamura	Appointed as the senior managing executive officer based on his significant business experience especially in his contribution to formulation of our branding image based on media-specific PR strategies, planning and promoting of our business plan (from April 2020 to March 2021) and lead the planning and promoting of our 10-year plan “MY Mutual Way 2030”. Expected to play a leading role in effectively promoting the completion of the "Four Major Reforms" and the "Two Major Projects" in the current medium-term management plan, enhancing the sophistication of information disclosure, and strengthening information dissemination to improve our presence.
Yoshiichi Asano	Appointed as the managing executive officer based on his contribution to the formation of human resources for dual ladders (mutually complementary management personnel and specialist personnel) as well as promoting human resource management that contributes to maximization of the effect of allocation in both general and specific fields under the Human Resources Management Reform. Expected to play a leading role in establishing the “MY Link Coordinator” channel system at an early stage, promoting organizational restructuring of domestic group companies, and upgrading the human resource allocation system.

Name	Reason for Appointment and Expected Role
Daisaku Shintaku	<p>Appointed as the managing executive officer based on his significant business experience especially in his contribution to the sophistication of the Group's business management to stabilize and expand overseas insurance business by minimizing the impact of COVID-19 at StanCorp Financial Group.</p> <p>Expected to promote measures to expand profits in existing businesses through collaboration and strengthening relationships with overseas bases, and to play a leading role in the gradual upgrading of integrated group management for further improvement of proportion of profit from the overseas insurance business.</p>
Nobuhiro Nakamura	<p>Appointed as the managing executive officer based on his significant business experience especially in his contribution to sufficient achievement in exercising leadership roles to improve the performance and market share of the Nagoya market.</p> <p>Expected to play a leading role in expanding market share in the individual insurance marketing division through improving the productivity of agency channel by leveraging the MY Link Coordinator channel system and reforming to a new sales model by integrating face-to-face and non-face-to-face operations.</p>
Takeo Ueda	<p>Appointed as the managing executive officer based on his significant business experience especially in his contribution to the enhancement of investment capabilities and the sophistication of investment management systems in foreign currency-denominated insurance investment.</p> <p>Expected to play a leading role in promoting customer-oriented management based on the Meiji Yasuda Philosophy and further upgrading the customer service promotion system of "Policyholders First".</p>

### 3. Basic principle and reasons for the appointment of the managing operating officer effective April 1, 2022

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

Name	Reason for Appointment and Expected Role
Kenji Soejima	<p>Appointed as the managing operating officer based on his significant business experience especially in his contribution to sufficient achievement in exercising leadership roles to improve the performance and market share of the Kanagawa Market.</p> <p>Expected to transit smoothly to MY Link Coordinator channel structure at regional office and leadership role for development of regional affinity utilizing company strengths in order to increase market share in Tokyo.</p>

**4. Basic principle and reasons for the appointment of the new operating officers effective April 1, 2022**

- 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 being a regional mega-insurer via “Policyholders First” management, growth strategies and corporate strategies (including management base strategies, branding strategies and DX 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
Yutaka Taguchi	<p>Appointed as the operating officer based on his significant business experience especially in his contribution to achievements in promoting and establishing our branding image as General Manager of the Branding Strategy Department and contributing to the sophistication of the domestic group management system as General Manager of the Affiliated Companies Department, in addition to his experience in key position in the legal and internal management fields and experience in overseas.</p> <p>Expected to play a leading role to increase group earnings by expanding business of StanCorp Financial Group.</p>
Takashi Moriguchi	<p>Appointed as the operating officer based on his significant business experience in the corporate marketing field especially in his contribution as General Manager of the Financial Institution Market Development Department, to achievement to expand corporate insurance transactions with financial institutions such as regional and second-tier regional banks.</p> <p>Expected to steadily implement key market-specific policies centered on our BtoE strategy in the corporate sales marketing field and play a leading role in expanding the market share of corporate sales channels.</p>
Hiromasa Okada	<p>Appointed as the operating officer based on his significant business experiences as general manager at regional offices and corporate marketing departments in both the individual and corporate sales marketing fields as well as a sufficient achievement in driving business performance, etc.</p> <p>Expected to transit smoothly to MY Link Coordinator channel structure at regional office and leadership role for development of regional affinity utilizing company strengths in order to increase market share in Chiba.</p>

Name	Reason for Appointment and Expected Role
Yoshiaki Kanazawa	<p>Appointed as the operating officer based on his significant business experience in his contribution to the demonstration of our industry leadership and other achievements as the general manager of the Government Relations Department with diverse experience in key positions such as general manager at regional office or general management and customer service fields.</p> <p>Expected to play a leading role in establish “New face-to-face services” in addition to steadily carrying out “Major Reform of Core Functions and Administrative Services”.</p>
Keiko Katayama	<p>Appointed as the operating officer based on her significant business experience in key positions in the general management and customer service field and her achievements in contributing to the further enhancement of the compliance system as the General Manager of the Compliance Control Department.</p> <p>Expected to play a leading role in reforming the personnel management system with the aim of enhancing the allocation of human resources and promoting new work style, diversity and inclusion, etc.</p>
Toshiya Watanabe	<p>Appointed as the operating officer based on his diverse business experience such as key positions in the planning department and general manager at a regional office in his contribution to company-wide supervision of our business plan (from April 2020 to March 2021) and the development of a corporate system as the General Manager of the Planning Department.</p> <p>Expected to continue to play a leading role in completing the “Major Reform of Mutual Company Management”, which is a part of the Reform of the governance structure, in addition to effectively promoting the achievement of the medium-term management plan and annual management plan.</p>

### Responsibilities of Executive Officers and Operating Officers

(as of April 1, 2022)

Name	Title	Responsibilities
Hideki Nagashima	President, Representative Executive Officer	《Group Chief Executive Officer (Group CEO) 》
Shinya Makino	Deputy President, Representative Executive Officer	[DX and Healthcare Development] Claims Administration Department, Customer and Healthcare Service Development Department, Information Systems Department, Digital Strategy Department
Masao Aratani	Deputy President, Representative Executive Officer	《Executive Officer, Investment Division *》 Investment Planning & Research Department, Fixed Income Investment Department, Equity Investment Department, Real Estate Investment Department, Secretarial Department
Tadashi Onishi	Deputy President	《Executive Officer, Domestic Marketing Division **》 [Wellness for All Project] [Community Vitalization Project] Local Community Relation Development Department, Branding Strategy Department
Teruki Umezaki	Senior Managing Executive Officer	《Group Chief Compliance Officer (Group CCO) 》 Legal Affairs Department, Compliance Control Department
Atsushi Nakamura	Senior Managing Executive Officer	Corporate Communications Department, Government Relations Department, Corporate Planning Department
Shinji Nakatani	Managing Executive Officer	[Chief Executive, Public Marketing Division] Public Market Development Department
Koichi Nagao	Managing Executive Officer	Group Insurance Administration Department, Group Pension Administration Department

Name	Title	Responsibilities
Masanao Kawamura	Managing Executive Officer	[Chief Executive, Corporate Marketing Division] Corporate Market Development Department
Yasushi Ueda	Managing Executive Officer	《Group Chief Risk Officer (Group CRO)》 Credit Analysis Department, Information Systems Department (Cyber Security & System Quality Management), Risk Management Control Department
Toshiyuki Sumiyoshi	Managing Executive Officer	Marketing Planning & Research Department, Consulting Education Department, Group Market Planning & Research Department, Product Development Department
Kenji Fukui	Managing Executive Officer	《Group Chief Actuary (Group CAc)》 General Affairs Department, Profit Management & Actuarial Department
Shinji Makino	Managing Executive Officer	Corporate Finance Department, Specified Insurance Product Investment Department, Investment Administration Department
Nobuyuki Aoto	Managing Executive Officer	Customer Service Planning & Administration Department, Administrative Operation Department
Yoshiichi Asano	Managing Executive Officer	Sales Personnel Department, Affiliated Companies Department, Human Resources Department
Daisaku Shintaku	Managing Executive Officer	International Business Planning Department, International Business Development Department
Nobuhiro Nakamura	Managing Executive Officer	[Chief Executive, Individual Insurance Marketing Division] Agency Department, MYRA Development Department
Takeo Ueda	Managing Executive Officer	Customer Service Department, Customer-Oriented Service Department
Shiro Kishimoto	Managing Operating Officer	【Chief General Manager, Kanagawa Marketing Headquarters】

Name	Title	Responsibilities
Masanori Takano	Managing Operating Officer	[Deputy Chief Executive, Public Marketing Division]
Yoshiya Kato	Managing Operating Officer	【Chief General Manager, Osaka Marketing Headquarters】
Kenji Soejima	Managing Operating Officer	【Chief General Manager, Tokyo Marketing Headquarters】
Shinji Misawa	Operating Officer	【Chief General Manager, Fukuoka Marketing Headquarters】
Tsuyoshi Yasuda	Operating Officer	【Chief General Manager, Saitama Marketing Headquarters】
Takeshi Kanayama	Operating Officer	【Chief General Manager, Nagoya Marketing Headquarters】
Yasuhiro Nagata	Operating Officer	[General Manager, Digital Strategy Department]
Yoshimasa Osaki	Operating Officer	[General Manager, Investment Planning & Research Department]
Kenichi Arai	Operating Officer	[General Manager, Agency Department]
Yutaka Taguchi	Operating Officer	[Responsible for the matters relevant to StanCorp]
Takashi Moriguchi	Operating Officer	[General Manager, Corporate Market Development Department]
Hiromasa Okada	Operating Officer	【Chief General Manager, Chiba Marketing Headquarters】

Name	Title	Responsibilities
Yoshiaki Kanazawa	Operating Officer	[General Manager, Customer Service Planning & Administration Department]
Keiko Katayama	Operating Officer	[General Manager, Human Resources Department]
Toshiya Watanabe	Operating Officer	[General Manager, Corporate Planning Department]

\* The Investment Division includes Investment Planning & Research Department, Corporate Finance Department, Fixed Income Investment Department, Equity Investment Department, Specified Insurance Product Investment Department, Real Estate Investment Department, Credit Analysis Department and Investment Administration Department.

\*\* The Domestic Marketing Division includes Marketing Planning & Research Department, Sales Personnel Department, Consulting Education Department, Local Community Relation Development Department, Agency Department, MYRA Development Department, Group Market Planning & Research Department, Corporate Market Development Department and Public Market Development Department.