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Human Rights Policy

Meiji Yasuda Life Insurance Company (hereafter, “We”) has implemented corporate activities while supporting customers and the local community based on a spirit of mutual help ever since our foundation.

We strive to promote initiatives related to human rights challenges through our business as well as respecting the human rights of stakeholders, such as our customers, the local community, and employees, etc. in order to be selected as a “a long-respected life insurance company that cares about people first,” as affirmed in our Corporate Vision under the “Meiji Yasuda Philosophy.”

This policy applies to all of our executives and regular employees. We also request that Group companies act in accordance with this policy, and encourage all investees and business acquaintances to respect human rights.

1. Respect for International Norms

We will comply with society’s rules, including laws and regulations, and conduct corporate activities fairly and faithfully without violating societal norms. Furthermore, we will also comply with the laws and regulations of each country and region, and respect international norms, such as the “International Bill of Human Rights (Universal Declaration of Human Rights, International Covenants on Human Rights,)” “United Nations Global Compact,” “ILO Declaration on Fundamental Principles and Rights at Work,” and the “United Nations Guiding Principles on Business and Human Rights.” We strive to fully respect internationally recognized human rights while complying with laws and regulations when the laws or regulations conflict with said human rights.

2. Respecting Human Rights of Executives and Regular Employees

We require that all executives and employees respect human rights, and do not permit any form of unjust discrimination based on gender, sexual orientation or gender identity, disability or serious illness, age, race, nationality, origin, or creed, etc. We also strive to prevent all forms of harassment while promoting diversity and inclusion, such as providing equal opportunities to all employees and creating a comfortable work environment, with proactive support for employee mental and physical healthcare, all of which are fundamental to our corporate activities.

3. Consideration for Human Rights of Customers, etc.

We always place the utmost value on our customers as a company that provides life insurance products and services throughout their lives, and proactively operate a customer-oriented business from a long-term perspective deeply rooted in society. We strive to ensure that our products and services never negatively impact human rights, and respect the human rights of all our customers.

4. Encouraging Investment and Business Partners to Respect Human Rights

As an institutional investor, we incorporate ESG perspectives – including human rights issues – into our decision-making and dialogue with investees, and also encourage our business partners to take customer-oriented action to prevent or minimize any negative impact on human rights across the entire business so as to fulfil our social responsibility and public mission through investments and financing.

5. Verification and Prevention

We will continuously verify whether our corporate activities have any negative impact on human rights, and strive to identify, prevent, and mitigate such impact, if applicable.

6. Remedy and Rectification

In the event that any negative impact on human rights is found, or has the potential to promote it, we will appropriately address the issue by identifying the cause, preventing recurrence, and make every effort to remedy and rectify the issue.

7. Education and Enlightenment

We will continue to provide effective education and enlightenment to our executives and employees by appointing human rights educators per organization to promote initiatives that address human rights.

8. Dialogue and Interchange with Stakeholders

We pay close attention to any potential impact on human rights, appreciate the importance of dialogue, and strive to promote discussion with stakeholders through such opportunities as general shareholders meetings, customer advisory panels, and various consultations. We also provide information via our homepage, etc. regarding initiatives taken to implement these policies.