



## Strengthening the Platform for Driving Sustainable Growth T&D Life Group's CSR

---

52 Top Message	62 Participation in Initiatives (2014–2015)
53 T&D Life Group CSR Philosophy	63 Environmental Perspectives
54 Social Issues (1)	66 Diversity Promotion Initiatives
56 Social Issues (2)	66 Worker-friendly Work Environment
58 Social Issues (3)	
60 Together with Society	
61 Initiatives as an Institutional Investor	

## Being a group that contributes to all people and societies.

### Tetsuhiro Kida

Representative Director and President, T&D Holdings, Inc.



The T&D Life Group has embraced the following corporate philosophy as the starting point for the Group and the bedrock of all of its business activities: "With our 'Try & Discover' motto for creating value, we aim to be a group that contributes to all people and societies." The T&D Life Group is centered on the life insurance business, which attaches fundamental importance to the principle of mutual assistance.

Therefore, we believe that contributing to people and society as a whole through our businesses constitutes our fundamental guiding principle as a business enterprise and the very rationale for our existence. In response to the diverse social issues facing individuals, households, and small and medium enterprises (SMEs), the T&D Life Group has endeavored to solve these problems by providing distinctive life insurance products and services. One of the most pressing issues now facing Japan is the rapid aging of its population. By 2025, ten years from now, Japan's baby boomers will reach the age of 75 years and older, and the country's nursing care issues are expected to become even more serious.

To address this urgent social issue, the T&D Life Group has delivered security to customers by developing nursing care products, and has been offering the Best Senior Service, which provides various services comprehensively to ensure that seniors can lead their lives with greater security and relief.

In these and other ways, the T&D Life Group has actively engaged in various issues spawned by social change, has always explored what it can do to solve such issues, and has taken actions accordingly. We promise to keep this unwavering commitment to this stance.

In addition to the aforementioned activities, we are also wholeheartedly engaged in activities to protect the environment, with a view to playing a role in the formation of a sustainable society. As part of these efforts, in July 2014 the companies of

the T&D Life Group signed on to the Principles for Financial Action for the 21st Century, which provide sustainability guidelines for the conduct of financial institutions.

And moreover, in July 2015, the T&D Life Group became a participant of the United Nations (UN) Global Compact, a cooperative framework between the UN and corporations to realize sustainable growth advocated by the UN, and publicly endorsed the Compact's Ten Principles.

Recognizing its roles and responsibilities, the T&D Life Group has set environmental targets and is working to mitigate its environmental impact by meeting those targets. In addition, we are conducting various social contribution activities, including initiatives undertaken together with the Group's foundations, to live in harmony with local communities and society. We aim to help create a diverse and inclusive society where everyone can reach their full potential. To this end, we support the active participation of women in business and are pushing ahead with work-life balance initiatives along with developing a supportive working environment and laying other vital foundations. In addition, the T&D Life Group has also announced its acceptance of the Principles for Responsible Institutional Investors (Japan's Stewardship Code) in order to fulfill its responsibilities as an institutional investor. Through a process of investment and dialogue, we will support the medium- to long-term growth of Japanese companies.

As we look ahead, the T&D Life Group is determined to contribute to the development of local communities and society through an expansive range of business activities, not just its core life insurance business. We look forward to your continued support and understanding of our activities.

# We will contribute to people and societies by creating value through our activities to address social issues.

## T&D Life Group's Corporate Philosophy

With our "Try & Discover" motto for creating value, we aim to be a group that contributes to all people and societies.

## Group CSR Charter

(Preamble)

The T&D Life Group is firmly committed to fulfilling the public mission of life insurance and other businesses and to undertaking its corporate social responsibilities based on its management philosophy and by achieving sustainable growth along with society.

## Our Priority Areas (2015)

We have selected three priority areas from among those areas material to an expansive range of stakeholders and those areas material to our corporate philosophy and growth. We are implementing activities targeting each priority area.

Our Activities

Social issues



Create value for people and societies

Philosophy

Group CSR Charter

Providing Better Products and Services

Materiality 2015

Respect for Human Rights

Global Environmental Protection

## T&D Life Group

- T&D Holdings, Inc.
- Taiyo Life Insurance Company
- Daido Life Insurance Company
- T&D Financial Life Insurance Company
- T&D Asset Management Co., Ltd.
- Pet & Family Small-amount Short-term Insurance Company

(12 other companies)

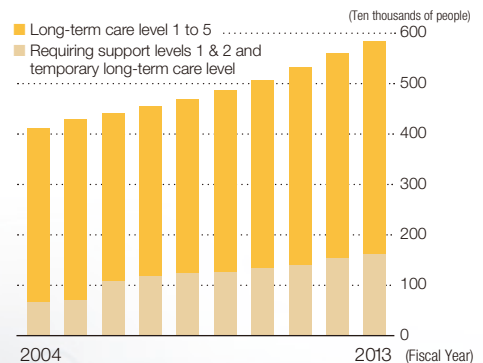


# Toward a Society Where People Can Lead Their Entire Lives with Peace of Mind

## —In Preparation for the Changing Risks of the Future

Characteristics of risks that we seek to be prepared for in the future are constantly changing in step with various changes in society, such as acceleration of low birth rates and aging population, and advances in medicine. The T&D Life Group will help its customers prepare for the future through the development of innovative insurance products and services, starting at the changing risk characteristics of the future.

Number of People Certified as Requiring Long-term Care by Long-term Care Level



Source: Monthly Report on the Status of the Long-term Care Insurance System, Ministry of Health, Labour and Welfare

As the average life expectancy is extending, the number of people certified as requiring long-term care is also increasing every year.



## Message from a Product Development Staff

### The Road to the Launch of New Products

The number of people who require nursing have grown as a result of the aging population, and the risks associated with nursing have become more familiar.

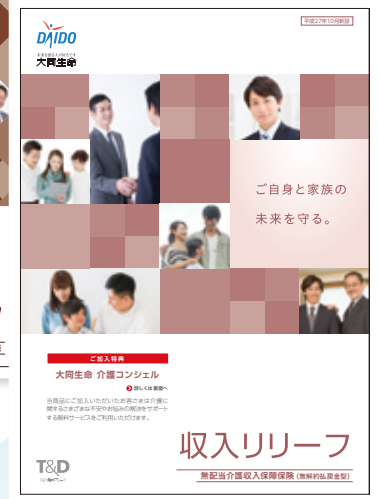
In fact, our questionnaire survey conducted in fiscal 2014 revealed that a large number of people were concerned about the nursing problems they and their family members will be facing in the future.

Meanwhile, not many people have been enrolled in private-sector nursing care insurance. Compared with the insurance coverage for injury and illness, nursing care protection is not sufficient.

In light of these social circumstances, we anticipated that there would be stronger needs for nursing care protection products from

**Daido Life (Kaigo Relief)**  
Insurance coverage for nursing care costs including costs incurred when moving into a nursing care facility.

customers going forward. That is why we developed two types of nursing care protection based on different product concepts. Together with a new service that comprehensively supports nursing care, these two types of products were launched on October 1, 2015.



**Daido Life (Shunyu Relief)**  
Insurance coverage for loss of income in the event that a business owner or sole proprietor requires long-term care.

### Our Aspirations

The two new nursing care protection products were developed based on different product concepts. For cases in which customers require nursing care, the first product will cover the living expenses of the customer and his or her family members, whereas the second product will cover the costs associated with nursing care.

We developed these products with the aspiration that, should our customers require nursing care, they would be able to receive

nursing care in relief, without having to feel the financial burden.

Private-sector nursing care insurance products provide a means of supplementing Japan's public Long-term Care Insurance System, and so they will play a significant role in contributing to society.

Looking ahead, we will continue working to develop products that address changes in the social landscape such as low birth rates, an aging population, and advances in medicine.

**Kousuke Sasaki**  
Associate Manager, Product Development & Planning Department  
Daido Life Insurance Company



### Feedback from Customers

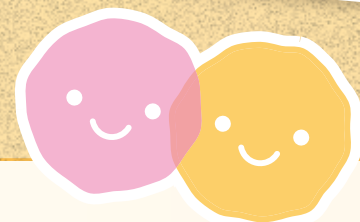
This product is reassuring because it has been designed with varied needs of companies and business owners in mind. I hope that you will continue to develop products with an enriched policy and coverage.

I purchased this insurance with confidence because it is a product that supports SME business owners.

I could clearly tell that this product was developed from the customer's standpoint and that the sales representatives were passionate about conveying its features.

I am glad that your firm was quick to provide the insurance product serving my purposes best. I hope that the sales staff will work even harder to promote such products.

(Customer feedback from the Customer Satisfaction Survey conducted in fiscal 2015.)



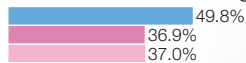
# Toward a Society Where Everybody Can Work Vibrantly

## — For the Sustainable Growth of Companies and Society

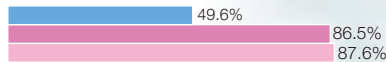
The environment surrounding companies and society is changing dramatically, highlighted by continuing progress of globalization, as well as diversifying lifestyles and work styles. For companies and society to attain sustainable growth, a diverse range of human resources must be able to demonstrate their respective abilities. The T&D Life Group is working to shape an environment where diverse human resources can play an active role, with a view to attaining the sustainable growth of companies and society.

Needs that must be met in continuing work while raising children (Multiple answers were possible)

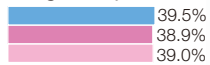
### Tasks worth the challenge at work



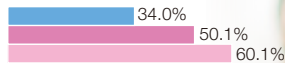
### Systems and work environments that enable employees to continue working while raising children



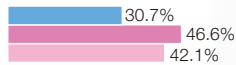
### Long-term job security



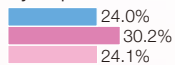
### Flexible work hours



### No excessive overtime



### Recognition of job performance by supervisors and colleagues



■ Men (regular employees) n = 2,248  
 ■ Women (regular employees) n = 1,131  
 ■ Women (non-regular employees) n = 1,109

Source: Survey to monitor actual conditions of childcare leave and other systems  
 Fiscal 2011 Questionnaire survey of workers  
 Mitsubishi UFJ Research and Consulting Co., Ltd.,  
 commissioned by the Ministry of Health,  
 Labour and Welfare

# Initiatives of the T&D Life Group



**Terunori Yokoyama**  
Director and Senior Managing Executive Officer  
T&D Holdings, Inc.

The T&D Life Group has advanced efforts to nurture a corporate culture where diverse human resources can feel job satisfaction and reach their potential.

Particularly in our Group, where female employees account for a significant part of the total workforce, it is a key driver for corporate value creation and sustainable growth to enable women to further demonstrate their abilities to the fullest. Therefore, we duly recognize that promoting the active participation of women is a crucial management priority for the Group.

With this in mind, the T&D Life Group's three core life insurance companies have revised their respective personnel and remuneration systems, as well as introducing various support systems to enhance work-life balance.

By fostering Group-wide collaboration to encourage male employees to take childcare leave and measures to reduce total working hours, we are promoting the creation of workplace environments where everybody is motivated to play an active role.

To steadily advance initiatives to promote the active participation of female workers, the Group's three core life insurance companies formulated action plans in fiscal 2014 based on their respective business models.

Going forward, the T&D Life Group will further promote the active participation of female employees with the aim of creating new value.

## Action Plans

Promote active participation of female workers at the Group's three core life insurance companies

### Initiatives

Implement systematic cultivation and promotion of female employees to management positions

Enhance career development and work-life-balance support measures

Transform the mindset of managers

Targets set for promoting female employees to management positions  
**Ratio of female managers** (Achievement deadline)



Systematically cultivate and promote motivated and talented female employees

### Examples of initiatives

- Provide female employees with opportunities to assume larger roles and gain new business experience
- Provide female manager candidates with training for management positions
- Transform the mindset of managerial employees through training for managers and other programs

and other initiatives

**More than 20%**  
(April 2018)



Promote diverse work styles and support new challenges

### Examples of initiatives

- Provide an expansive range of career development paths and long-term career development using various systems
- Improve the motivation of female employees and transform the mindset of supervisors through training and other programs
- Introduce innovative work styles using various systems, including working from home

and other initiatives

**More than 15%**  
— More than double the 2013 level of 7% —  
(April 2020)



Become a company where female workers can work free from anxiety and reach their full potential

### Examples of initiatives

- Regularly hold training programs on career, capability, and upward skill development
- Implement job rotations
- Enrich initiatives to promote diverse and flexible work styles

and other initiatives

**More than 10%**  
(April 2019)

## To Promote the Active Participation of Female Workers

### Joint Group Co-Working Training in Pairs for Female Employees and Their Supervisors

Training in pairs for female employees and their section managers who serve as their supervisors were held at the Group's two head offices in Tokyo and Osaka. The goal of the training was to have female employees and their supervisors attend the same program together, and to consider career development issues from their respective standpoints.

The training was attended by 51 participating pairs, or 102 individuals, from the Group's three core life insurance companies. The participants were divided into groups of three pairs, or six people each, to give three-minute self-introductions based on the theme of "something you were praised for recently," and to conduct role-playing exercises in career counseling situations with the female employee and supervisor roles reversed. The groups also gave team presentations and conducted other activities.

The participants commented that the training deepened their understanding of career development and management, along with making them aware of differences in values and perspectives. One participant said, "The training program gave me a good opportunity to take a fresh look at my career plan." Another said, "I am now aware of the differences and gaps in thinking between female employees and their supervisors."



### Taiyo Life Training of Female Office Workers



Taiyo Life conducts training focused on further inspiring female employees to challenge a new goal without fear of change, and to draw up and pursue their own career vision.

### Daido Life The "Challenge Women's Workshop"



Daido Life created a four-month workshop attended by female employees only. Under the guidance of an external instructor (Ms. Satoko Gibbs), the participants learned about the mindset and skills needed by women to continue working vibrantly, and conducted studies and research activities as a group.

### T&D Financial Life Training to Support Women's Active Participation



For female employees, T&D Financial Life conducted a training program to support women's active participation. The program is to draw an image of an ideal leader, and seeks to improve the leadership skills and tenability needed to become such a leader.

# Toward a Sustainable Society

## — Preserving a Healthy Global Environment for Future Generations

The society we live in rests upon the foundation provided by the global environment. In order to pass to the future generations a society where all people can work in relief vibrantly, we must preserve a healthy global environment for future generations. To hand a healthy global environment to the children living in tomorrow's society, the T&D Life Group is actively engaged in activities to protect the global environment.

Carbon Dioxide (CO<sub>2</sub>) Emissions (Japan)  
(Energy-derived emissions) Million tons



2004 2013 1,000  
(Calendar Year)

Source: National Institute for Environmental Studies, Center for Global Environmental Research, Greenhouse Gas Inventory Office

Approximately 90% of greenhouse gas emissions are CO<sub>2</sub> originating from the energy we use.



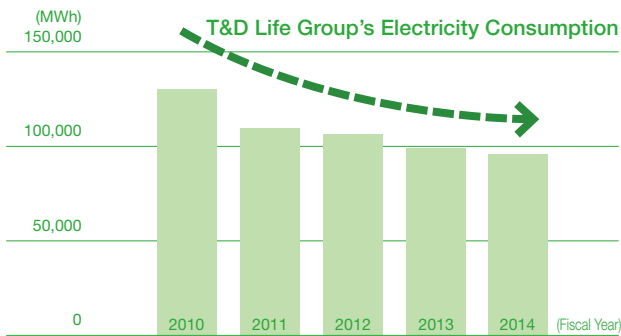
The T&D Life Group strives to protect the environment through its daily business activities. We set Group-wide targets for reducing electric power use, as presented below, as well as for reducing office paper use and improving the green purchasing ratio. The T&D Life Group companies are working hard to achieve these targets.



## Initiatives for Reducing Environmental Impacts

### Initiatives for Reducing Electric Power Use

Taiyo Life implements the Cool Biz campaign, which involves setting the air-conditioner temperature at 28°C in the office from May to October, and the Warm Biz campaign, which involves setting the room temperature at 20°C from November to March. We also endorse the "Reduce CO<sub>2</sub>: 'Lights Down' Campaign" promoted by the Ministry of the Environment. As part of this campaign, we call for a simultaneous switch-off of all the lights in offices twice a year, in July and December.



\* Total power consumption by Taiyo Life, Daido Life, T&D Financial Life, T&D Asset Management, and T&D Information Systems

In addition to the above-mentioned power-saving activities, we are implementing a multitude of measures to reduce electric power use. These measures include introduction of a power demand monitoring system for setting and controlling peak-time electric power use in each building and a "no overtime" day.

### Our Aspiration to Help Solve Global Environmental Issues

Our daily lives and economic activities are premised upon the foundation of a healthy global environment. Although many different environmental issues are now making headlines, we believe that we can play a part in helping to prevent global warming, a major environmental issue, by raising a little bit more environmental awareness and, for example, saving power consumption. I hope that every one of us will continue to take consideration of the environment, steadily make small improvements, and work to reduce our environmental impact.



**Shizuka Munakata**  
 Manager, General Service Division,  
 General Affairs Department  
 Taiyo Life Insurance Company



## Forest Conservation Activities

Taiyo Life conducts afforestation projects to protect forest resources and the biodiversity of forest ecosystems. It has established the "Forest of Taiyo Life" in Nasushiobara, Tochigi Prefecture and Takashima, Shiga Prefecture.

In December 2014, Taiyo Life conducted the first tree-planting ceremony for the "Acorn Project," a program implemented together with elementary school children in Takashima, Shiga Prefecture.

The first participants in this project, who were in the third grade of elementary school when the project got started in 2011, had grown to be sixth graders at the time of the tree-planting ceremony. At the ceremony, they planted the konara oak seedlings they had grown on their own from acorns. The ceremony marked a pleasant, memorable day for the children, who have played a key role in preserving the forest for the future.



**Acorn Project:** This program is carried out by Taiyo Life at the Kutsuki Forest of Taiyo Life in cooperation with a local elementary school. Children in the third grade grow seedlings from acorns gathered in the forest, and plant the seedlings in the Kutsuki Forest of Taiyo Life three years later when they graduate.

The project provides an opportunity for the children to experience and understand the importance of protecting the natural environment.

## Contributing to the Sound Development of Society

### Clean Campaign

Since 1982, Taiyo Life has carried out clean-up activities in the vicinity of its head office as part of its social contribution to local communities.

Since 2004, these activities have been expanded as the Nationwide Clean Campaign, with branches across the country undertaking clean-up activities in their own local communities. Executives and employees from Group companies, as well as their family members, assisted with clean-up activities in the Shiodome district, where the Group's head office is located. In fiscal 2014, a total of around 8,100 people took part in community clean-up activities across Japan.



### Supporting the National Sports Festival for People with Disabilities

Daido Life has been a special sponsor of the National Sports Festival for People with Disabilities for over 20 years since the first National Sports Games for the Mentally Handicapped (Yuaipic) was held in 1992, when Daido Life celebrated its 90th anniversary. In fiscal 2014, the Nagasaki Ganbaranba Festival, as this year's event was called, was attended by around 200 people who served as volunteers, including executives and employees of Daido Life and Taiyo Life, as well as members of Daido Life's alliance partners.



### Endowed open courses at universities

Daido Life has continued to endow open courses at universities since 2002, as part of the company's centenary celebrations. These courses provide managers of small- to medium-sized businesses and their successors with opportunities for acquiring knowledge and skills relevant to management and business, and they have been well received by over 10,000 attendees in total over the past 13 years. In fiscal 2014, seven courses were held at six universities across Japan.



## Contributing to the Improvement of Health, Medicine and Welfare

### Supporting the Japan Down Syndrome Association

Since 2006, Taiyo Life has been involved in various support activities for the Japan Down Syndrome Association. In 2014, Taiyo Life invited families from the Association's Tochigi Branch to join a forest studies class held in the Forest of Taiyo Life, where the company has been undertaking forest management activities since 2006. The invited families spent a pleasant day in the forest surrounded by fresh greenery.



### Support for recovery from the Great East Japan Earthquake

Executives and employees of Group companies cooperated with the Project to Deliver Picture Books to the Children of Disaster-hit Areas, organized by the Japan Philanthropic Association. Through this project, the Group was able to donate a total of 1,381 picture books collected from across Japan to the children in disaster-hit areas.



## Initiatives as an Institutional Investor (Responsible Investment)

The T&D Life Group operates the life insurance business as its core business, which is of a highly social and public nature. Accordingly, we believe that it is one of our most fundamental obligations to fulfill our social responsibilities as an institutional investor and contribute to the realization of a sustainable society through our investment and lending activities.

### ● Principles for Responsible Institutional Investors (Japan's Stewardship Code)

Institutional investors have responsibilities to improve and foster investee companies' corporate value and sustainable growth, and to meet the expectations of the clients for whom they perform asset management services. In February 2014, the Principles for Responsible Institutional Investors (Japan's Stewardship Code) was formulated to define principles and guidelines that are considered helpful to fulfilling those responsibilities. The T&D Life Group's three companies, Taiyo Life, Daido Life and T&D Asset Management have endorsed and expressed their commitment to the Principles for Responsible Institutional Investors (Japan's Stewardship Code).

T&D Financial Life has not expressed its commitment to these Principles because it does not hold any domestic listed shares.

#### Dialogue with Investee Companies (Engagement) and Exercise of Voting Rights

- We engage in purposeful dialogue with investee companies on a daily basis in order to foster their sustainable growth.
- When exercising voting rights as a shareholder, we decide whether to vote for or against a proposal based on not only formal assessments of financial information and other data, but also consideration of non-financial information on Environmental, Social and Governance (ESG) and other related issues.
- We have established guidelines on exercising voting rights to ensure that voting rights are exercised appropriately. We engage in dialogue with the investees on proposals that conflict with these guidelines. In the event that such dialogue offers no prospects for improvement, we strictly implement our guidelines by voting against the proposal.

### ● Principles for Responsible Investment (PRI)

The Principles for Responsible Investment (PRI) is the guidelines for financial institutions advocated by the UNEP Finance Initiative and the UN Global Compact, which encourage global financial institutions and institutional investors to promote investment activities in consideration of Environmental, Social and Governance (ESG) issues. In 2007, Taiyo Life within the T&D Life Group signed the PRI as the first Japanese life insurance company. The company developed its asset management processes based on the PRI and has conducted the asset management accordingly.

In 2012, T&D Asset Management signed the PRI, and since then has been working to improve its medium- to long-term investment performance by incorporating ESG factors into corporate evaluation.

Signatory of:



### ● Group-wide Commitment to Social Responsible Investment (ESG Investment)

Taiyo Life and Daido Life have invested in a new ESG fund investing in Japanese equities, established and managed by T&D Asset Management. This is the start of a group-wide ESG investment by the T&D Life Group. (The fund operation started in July 2015.) This fund selectively invests in companies with an outstanding ESG (Environmental, Social and Governance) performance through ESG

research. In doing so, the fund seeks to generate investment returns that outperform the medium- to long-term market average. And by investing in companies that seek to reduce environmental impact and help achieve a sound society, the fund aims to play a part in forming a sustainable society.

### ● Participation in the UN Global Compact (July 2015)

The UN Global Compact is a voluntary initiative for participation in a global framework within which companies can practice good corporate citizenship and help to achieve sustainable growth by demonstrating responsible and creative leadership. The UN Global Compact proposes ten principles related to the protection of human rights, the elimination of unfair labor practices, the protection of the environment and the prevention of corruption. Considering that these ten principles are consistent with the T&D Life Group's approaches and policies, T&D Holdings decided to sign the ten principles on behalf of the Group and have the entire Group participate in the UN Global Compact.



### ● Participation in the Principles for Financial Action for the 21st Century (July 2014)

The Principles for Financial Action for the 21st Century were drawn up as guidelines for action by financial institutions seeking to fulfill their roles and responsibilities in shaping a sustainable society, based on the recommendations of the Central Environment Council of the Ministry of the Environment. T&D Holdings and its five directly owned subsidiaries have each endorsed and become signatories to the Principles for Financial Action for the 21st Century. The T&D Life Group companies are working to achieve a sustainable society not only through their core businesses but also through an expansive range of business activities.



## 1. Environmental Performance Data

The T&D Life Group discloses its measurements of CO<sub>2</sub> emissions, electricity consumption, water consumption, and waste generated and recycling rate.

(The applicable scope and calculation method of the fiscal 2014 data (★) is described on page 65 in the section "3. Scope of Environmental Performance Data and Applicable Scope and Calculation Method of Group-wide Targets and Results.")

### ● CO<sub>2</sub> Emissions

	FY2012	FY2013	FY2014★
Scope 1 (Direct emissions)	2,598 t	2,388 t	2,358 t
Scope 2 (Indirect emissions)	54,184 t	57,520 t	55,677 t
Scope 3 (Others)	6,994 t	6,654 t	6,357 t
Category 3 (Fuel- and energy-related activities)	4,268 t	3,974 t	3,751 t
Category 5 (Waste generated by business activities)	62 t	98 t	82 t
Category 6 (Business trips)	2,665 t	2,583 t	2,524 t
Total	63,776 t	66,562 t	64,392 t

### ● Electricity Consumption

	FY2012	FY2013	FY2014★
Electricity consumption	106,440 MWh	99,302 MWh	95,866 MWh

### ● Water Consumption

	FY2012	FY2013	FY2014★
Water consumption (Utility + reclaimed water)	78,600 m <sup>3</sup>	73,900 m <sup>3</sup>	71,100 m <sup>3</sup>
Reclaimed water usage rate	24.7%	25.0%	23.7%

### ● Waste Generated & Recycling Rate

	FY2012	FY2013	FY2014★
① Paper waste			
Total amount	415 t	658 t	549 t
Recycling rate	82.9%	78.5%	78.2%
② Non-paper waste			
Total amount	151 t	205 t	193 t
Recycling rate	66.2%	66.2%	66.7%

\* From fiscal 2013, waste from the Taiyo Life Urawa Building was added to the calculation.

## 2. Group-wide Targets and Results

The T&D Life Group has set Group-wide targets for electricity consumption, office paper consumption, and the green purchasing ratio, and is working to mitigate its environmental impact.

(The applicable scope and calculation method of the fiscal 2014 data (★) is described on page 65 in the section "3. Scope of Environmental Performance Data and Applicable Scope and Calculation Method of Group-wide Targets and Results.")

### ● Electricity Consumption

**Baseline:** FY2009 value (Electricity consumption per unit of floor space) (123 kWh/m<sup>2</sup>)

**Target:** Five-year average of FY2013 to FY2017 at least 10% below baseline value.

	Baseline	FY2013	FY2014	Progress made (Average value of FY2013–FY2014)
Electricity consumption	68,163,000 kWh	53,898,000 kWh	52,365,000 kWh★	53,132,000 kWh
Total floor space	554,000 m <sup>2</sup>	531,000 m <sup>2</sup>	526,000 m <sup>2</sup>	528,000 m <sup>2</sup>
Per unit of floor space	123 kWh/m <sup>2</sup>	101 kWh/m <sup>2</sup>	99 kWh/m <sup>2</sup>	100 kWh/m <sup>2</sup>
Compared to baseline	—	82.5%	80.9%	81.7% (18.3% reduction from the baseline value)

\* The average floor space of the fiscal year shall be used in cases where the total floor space changes during the year.

### ● Office Paper Consumption

**Baseline:** Five-year average from FY2009 to FY2013 (183.6 t)

**Target:** Cut five-year average from FY2014 to FY2018 by 9% compared to the baseline value.

	FY2012	FY2013	FY2014★	Progress made (FY2014)
	162.1 t	163.2 t	160.2 t	87.3% (12.7% reduction from the baseline value)

\* Total amount of office paper purchased

### ● Green Purchasing Ratio

**Target:** Keep the green purchasing ratio for office stationery and supplies at a minimum of 80%.

	FY2012	FY2013	FY2014
	95.7%	95.4%	96.0% (Target exceeded by 16%)

### 3. Scope of Environmental Performance Data and Applicable Scope and Calculation Methods of Group-wide Targets and Results

#### ● Scope of Environmental Performance Data and Applicable Scope of Group-wide Targets and Results

Category	Environmental performance data		Group-wide targets and results	
	CO <sub>2</sub> emissions	Electricity consumption	Green purchasing ratio	Office paper consumption
T&D Holdings	Each business site	Each business site	Each business site	Each business site
Taiyo Life	Each business site (moved in as tenants) + owned building	Each business site	(Excluding sales offices and branch offices)	Each business site
Daido Life	Each business site (moved in as tenants) + owned building	Each business site	(Excluding sales offices and branch offices)	Each business site
T&D Financial Life	Each business site	Each business site	Each business site	Each business site
T&D Asset Management	Each business site	Each business site	Each business site	Each business site
T&D Information Systems	Each business site	—	—	—

Category	Environmental performance data	
	Water consumption	Waste generated & recycling rate
Shiodome Shiba-Rikyu Building	Water consumption and waste generation of the entire building (including tenants other than the T&D Life Group)	
Daido Life Osaka Head Office Building	Water consumption and waste generation by the T&D Group	
Taiyo Life Urawa Building	Water consumption and waste generation by the T&D Group	

#### ● Calculation Method of Environmental Performance Data and Applicable Scope of Group-wide Targets and Results

Disclosure item		Calculation method
<b>Environmental performance data</b>		
Scope 1 (Direct emissions)		The figures were calculated by multiplying the measured energy input by the predetermined coefficient in accordance with the Greenhouse Gas Emission Volume Calculation, Reporting, and Disclosing System. (The measured energy input comprises the measured gas, heavy oil, and kerosene.)
	Scope 2 (Indirect emissions)	As above. (The measured energy input comprises the measured electric power, steam, and hot and cold water.)
CO <sub>2</sub> emissions	Group-wide	Basic Guidelines Ver. 2.2 regarding the measurement of greenhouse gas emissions generated by the supply chain. They are measured on the basis of directives from the Ministry of the Environment and the Ministry of Economy, Trade and Industry.
	Scope 3 (Others)	Category 3 (Fuel- and energy-related activities) The figures were calculated by multiplying the measured input of electric power, steam, and hot and cold water by the predetermined coefficient.
		Category 5 (Waste generated by business activities) Calculated by multiplying the waste generated by the predetermined coefficient.
		Category 6 (Business trips) Calculated by multiplying the number of Group personnel at the end of the fiscal year by the predetermined coefficient.
Total		The total emissions from the sum of Scope 1 (Direct emissions), Scope 2 (Indirect emissions), and Scope 3 (Others).
Electricity consumption		The annual amount of office-use electricity purchased from each energy-supplying company is calculated in accordance with the law on the rationalization of energy consumption.
Water consumption		The reportable item according to the environmental reporting guidelines of the Ministry of the Environment comprises the amount used on the invoices received from the water supply authorities.
Waste generated & recycling rate	Group-wide	Measured based on the Waste Disposal & Public Cleansing Law and other laws concerned with waste disposal and cleaning.
	Waste generated	Calculated according to the invoices received from waste disposal companies.
	Recycling rate	The recycled amount is calculated according to the invoices received from waste disposal companies, and the recycling rate is calculated by dividing the recycled amount by the waste generated.
<b>Group-wide targets and results</b>		
Electricity consumption		The calculation excludes the amount used by tenants of the Group's buildings, and is calculated using the annual amount of office-use electricity purchased in accordance with the relevant energy-saving laws.
Office paper use		A reportable item according to the environmental reporting guidelines of the Ministry of the Environment, and is calculated from the purchasing system data.

## Employment of People with Disabilities and Seniors

As of the end of March 2015, a total of 321 employees with disabilities, including 34 new recruits for fiscal 2014, worked at the Group's three life insurance companies, which account for 2.20 percent of the total number of employees. We will continue working to create a workplace environment that encourages and supports people with disabilities to work comfortably and promote employment of the disabled. The Group's three life insurance companies have introduced a re-employment program for employees reaching the mandatory retirement age. Under this program, individuals can be re-hired up to the age of 65.

### • Employment of People with Disabilities at the Three Life Insurance Companies

	FY2012	FY2013	FY2014
Employment rate of people with disabilities (%)	2.04	2.15	2.20

## Worker-friendly Work Environment

### Work-life Balance Initiatives

Individual companies belonging to the T&D Life Group have been enhancing various efforts aimed at enabling employees to demonstrate their capabilities and improve their performance at work while at the same time fulfilling their responsibilities at home, such as childcare, nursing care and household, by improving the childcare leave system and reducing total work hours. In order to promote the active participation of female employees, the Group as a whole is promoting work-life balance initiatives with an awareness of the need to create workplaces where female employees can continue working for a long time while experiencing life events such as marriage and childbirth.

### • Acquisition of Maternity and Childcare Leave at the Three Life Insurance Companies

	FY2012	FY2013	FY2014
No. of employees taking maternity leave	213	236	234
No. of employees taking childcare leave	247	273	365
Male	51	71	153
Female	196	202	213
No. of employees taking nursing care leave	5	11	6
Male	0	0	0
Female	5	11	6

\* The number of administrative personnel of the three life insurance companies who have returned to work after taking childcare leave is as follows.

Fiscal 2012	125 (89.9%) (Men 52 (100%), Women 73 (83.9%))
Fiscal 2013	155 (97.5%) (Men 71 (100%), Women 84 (95.5%))
Fiscal 2014	220 (97.8%) (Men 143 (100%), Women 77 (93.9%))

### • Number of Administrative Personnel of the Three Life Insurance Companies Taking Paid Leave

	FY2012	FY2013	FY2014
Average number of paid leave days taken	10.3	10.3	11.0

### • Measures to Support Raising Next-Generation Children

Since the enforcement of the Act on Advancement of Measures to Support Raising Next-Generation Children in April 2005, the T&D Life Group has formulated a unified action plan every two years to enhance the childcare support system and promote work-life balance. Regarding support for the development of young people, the Group's three life insurance companies received certification as meeting the criteria of the Act on Advancement of Measures to Support Raising Next-Generation Children (Kurumin certification) for five consecutive biennial periods starting from the first period from April 1, 2005 to March 31, 2007. T&D Asset Management has obtained the Kurumin certification for two consecutive biennial periods. Additionally, T&D Information Systems received certification for four consecutive periods. Moreover, the Platinum Kurumin System was initiated on April 1, 2015. This certification is awarded only to Kurumin-certified companies that have satisfied certain requirements by undertaking even more advanced activities. All three of the Group's life insurance companies obtained the "Platinum Kurumin" mark in recognition of their proactive initiatives as enterprises that support child raising activities.