

Sony Financial Group Basic Policy on Safety and Health

Philosophy:

Sony Financial Group positions the safety and physical and mental health of its employees and other workers as one of its highest priorities. With the goal of achieving zero workplace accidents and zero occupational illnesses, we will ensure a work environment in which employees and other workers can work safely and in good health across all business activities.

Policy:

- (1) We will comply with all applicable safety and health laws and regulations in the regions where we conduct our business activities.
- (2) Each Sony Financial Group company will establish an organizational structure to ensure the effective promotion of safety and health activities, and will clarify roles and responsibilities.
- (3) To ensure workplace safety and the physical and mental health of employees and other workers, we will promote safety and health activities while maintaining communication with employees and other workers.
- (4) We will raise awareness of the importance of safety and health among all employees and other workers, and encourage improvements in workplace safety and the maintenance and promotion of health.
- (5) To realize a work environment in which employees and other workers can work safely and in good health, we will allocate appropriate management resources and continuously improve our safety and health management system.

Toshihide Endo
President and CEO, Representative Corporate Executive Officer
Sony Financial Group Inc.