

ESG Data Book 2026				Unit	Boundary	FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024	FYE November 30, 2025	
Environment										
Climate change										
CO2 emissions				t-CO ₂	Non-consolidated	-	-	-	563	
Scope 1				t-CO ₂	Non-consolidated	-	-	-	12	
Scope 2				t-CO ₂	Non-consolidated	-	-	-	551	
Energy use volume				GJ	Non-consolidated	-	-	-	18,416	
Electricity use volume				kwh	Non-consolidated	-	-	-	2,104,229	
Renewable energy use volume				kwh	Non-consolidated	-	-	-	906,836	
Renewable energy use ratio				%	Non-consolidated	-	-	-	43.2	
Environment related laws and regulation violation				Number of violations	Cases	Non-consolidated	0	0	0	
				Fine amount	Thousands of yen	Non-consolidated	0	0	0	
Society										
Employees										
						FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024	FYE November 30, 2025	
Number of employees				Total number	Persons	Non-consolidated	2,252	2,578	2,781	2,601
				Female	Persons	Non-consolidated	877	1,072	1,215	1,170
				Male	Persons	Non-consolidated	1,375	1,506	1,566	1,431
				Female ratio	%	Non-consolidated	38.9	41.6	43.7	44.9
Number of sales employees				Total number	Persons	Non-consolidated	2,014	2,326	2,518	2,333
Average age				Overall	Age	Non-consolidated	45.3	45.2	45.6	46.4
				Female	Age	Non-consolidated	45.5	45.4	45.7	46.5
				Male	Age	Non-consolidated	45.1	45.0	45.5	46.4
Female management ratio *1					%	Non-consolidated	6.0	6.6	15.0	14.7
Gender wage gap (Female/Male)					%	Non-consolidated	69.5	61.9	63.3	63.6
Average annual salary				Overall	Thousands of yen	Non-consolidated	7,166	7,588	8,242	7,680
Number of mid-career hires				Overall	Persons	Non-consolidated	541	694	721	538
				Female	Persons	Non-consolidated	286	387	391	320
				Male	Persons	Non-consolidated	255	307	330	218
Turnover rate *2				Own circumstances	%	Non-consolidated	16.3	15.2	18.0	23.7
Percentage taking childcare leave *3				Female	%	Non-consolidated	100.0	100.0	94.4	100.0
				Male	%	Non-consolidated	7.7	19.4	53.7	61.7
Percentage returning from childcare leave *4				Female	%	Non-consolidated	81.8	72.7	75.0	90.0
				Male	%	Non-consolidated	100.0	100.0	100.0	100.0
Percentage taking annual paid leave *5					%	Non-consolidated	99.3	101.9	97.9	105.7
Disabled person hiring					%	Non-consolidated	2.1	1.5	2.0	2.1
Human resource development							FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024	FYE November 30, 2025
Number of participants in management training				All managers eligible	Persons	Non-consolidated	140	170	176	178
Number of participants in management training				All new PM/UM eligible *6	Persons	Non-consolidated	15	10	34	29
Number of certified persons				Number of FP certified persons *7	Persons	Non-consolidated	2,015	2,356	2,534	2,201
Employee engagement										
Company-wide questionnaire frequency					Times	Non-consolidated	1	1	1	1
Company-wide questionnaire response rate *8					%	Non-consolidated	75	87	77	82
Do you like FP Partner?					Score	Non-consolidated	80	79	73	60
Do you want to continue working at FP Partner in the future?					Score	Non-consolidated	83	86	81	70
Do you think FP Partner is a company you can be proud of?					Score	Non-consolidated	80	84	75	60
Health management initiatives										
Overtime hours				Per employee	Hours/month	Non-consolidated	3.7	3.6	3.7	3.6

*1. Management in the Company refers to personnel in positions above Manager and Branch Manager.
*2. Turnover rate: Calculated by the number of resigned employees at the end of the year divided by the number of employees at the beginning of the year.
*3. Based on the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991), calculated as the percentage taking childcare leave, etc. in Article 71-6, paragraph (1) in the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labor No. 25 of 1991).
*4. Of employees who took childcare leave who were expected to return to work, the percentage of those who actually did return to work.
*5. Calculated as the number of annual paid leave taken during this period (including carryover) divided by the number of annual paid leave granted during this period.
*6. PM: Playing Manager, UM: Unit Manager
*7. FP certified persons: The number of holders with CFP, AFP, or Grade 1-3 financial planning certifications (All employees, including office staff)
*8. Listing response rate of "I agree strongly/somewhat agree" for particularly important questions (rounded down). The maximum score is 100.

Governance				FYE November 30, 2022	FYE November 30, 2023	FYE November 30, 2024	FYE November 30, 2025
Director							
Number of Directors	Total number	Persons	Non-consolidated	9	10	10	10
	Female Director ratio	%	Non-consolidated	-	10.0	10.0	10.0
	Independent Outside Director ratio	%	Non-consolidated	33.3	40.0	40.0	40.0
	Of which, Independent Outside Director female ratio	%	Non-consolidated	-	25.0	25.0	25.0
Number of Board of Directors meetings held		Times	Non-consolidated	28	26	25	25
Audit							
Number of Audit & Supervisory Board Members	Total number	Persons	Non-consolidated	3	3	3	3
	Female Audit & Supervisory Board Member ratio	%	Non-consolidated	33.3	33.3	33.3	66.6
	Independent Audit & Supervisory Board Member ratio	%	Non-consolidated	66.6	66.6	66.6	66.6
	Of which, Independent Audit & Supervisory Board Member female ratio	%	Non-consolidated	50.0	50.0	50.0	100.0
Number of Audit & Supervisory Board meetings held		Times	Non-consolidated	21	17	17	18
Nomination and Remuneration Committee							
Number of Nomination and Remuneration Committee meetings held		Times	Non-consolidated	-	1	1	2
Total remuneration for Directors (and other officers)		Millions of yen	Non-consolidated	146.3	174.2	165.4	159.3
Special Committee							
Number of Special Committee meetings held		Times	Non-consolidated	-	1	1	3
Audit corporation audit, non-audit expenses							
Audit corporation audit expenses		Millions of yen	Non-consolidated	35	35	38	47
Audit corporation non-audit expenses		Millions of yen	Non-consolidated	1	1	0	0
Compliance							
Compliance training recipient ratio		%	Non-consolidated	-	100.0	100.0	100.0
Corruption-related violation cases and fine amount							
Corruption-related violation cases		Cases	Non-consolidated	0	0	0	0
Corruption-related fine amount		Thousands of yen	Non-consolidated	0	0	0	0
Whistleblowing system							
Whistleblowing cases		Cases	Non-consolidated	3	4	7	10

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Commitment to sustainability:

"We will pursue the true form of the insurance business, commit ourselves, and continue to protect the precious lives of our customers." This is the company philosophy. Since the founding of the Company, we have delivered a "sense of relief" to customers through financial planning by actively hiring local people and continuing business activities closely integrated with each region.

Financial education initiatives, as part of our business, aim to improve financial literacy and ensure standardization of the level of financial knowledge across Japan.

By continuing to take earnest efforts in the Company business, we will deliver a sense of relief for the children who will create the future of Japan. By aiming for persistent improvements to corporate value, we will contribute to achieve a sustainable society where more people can live economically rich lives.

FP Partner Inc.
Tsutomu Kuroki, Representative Director and President

[Sustainability Basic Policy]

Based on our corporate philosophy, the Company aims to share a rich time filled with comfort together with the customer, always near throughout the lives of the customers and their families. We will aim to improve corporate value and achieve a sustainable society through contributions to customers and society.

Also, addressing environmental issues and social issues is considered a priority item in the management policy as we contribute to achieving a sustainable society.

Based on this basic policy, we will execute the following initiatives.

1. Contributions to the environment

We will promote environmentally-friendly business practices to fulfill our responsibility to the environment.

In terms of specific initiatives, we take efforts for sustainable business activities, including expansion of electronic documents and promotion of recycling, etc.

2. Contributions to society

Based on our corporate philosophy, we will continue to work hard to contribute to society by participating in regional communities, working on initiatives for social issues, and philanthropic activities, etc.

3. Cooperation with business partners

While complying with laws and regulations and social codes ourselves, we will cooperate with business partners to ensure fair and responsible business activities for society.

4. Human rights and ethics

We will continue to respect the dignity of all humans, take appropriate actions for various issues regarding human rights, and work hard to prevent human rights abuses before they happen.

5. Employee education and workplace environment

We respect employees and support ongoing high quality education and career development.

We will take efforts to ensure that employees are satisfied and can work in an appealing workplace.

6. Improve reliability

We will strive to enhance disclosed information and improve the accuracy and transparency of disclosed information.

Also, we will aim to improve corporate value and reliability by taking efforts to resolve social issues through conversations with stakeholders.

Environment

■ Environment policy

The Company recognizes the importance of understanding the environmental impact of its business activities and began collecting environmental data, including greenhouse gas (GHG) emissions (Scope 1 and Scope 2), from the fiscal year ended November 30, 2025.

Given the nature of our business, where most environmental impact arises from electricity use across our sites, our current objective is to accurately assess and visualize our emissions.

Looking ahead, we will consider appropriate environmental measures based on our business operations and the accumulation of environmental data.

Climate change

The Company's greenhouse gas (GHG) emissions are primarily Scope 2 emissions resulting from electricity use at our sites.

At present, we are not implementing any GHG reduction measures involving large-scale capital investment, etc., but are considering measures to optimize electricity use to the extent possible in our daily business activities.

Specifically, we aim to promote energy-saving awareness among employees through internal communication and engagement, such as encouraging the reduction of unnecessary lighting and air-conditioning use.

Society

Policies related to human rights

The Company has established the following policies in the "Sustainability Basic Policy" and "Compliance Basic Policy."

■ Excerpt from Sustainability Basic Policy

4. Human rights and ethics

We will continue to respect the dignity of all humans, take appropriate actions for various issues regarding human rights, and work hard to prevent human rights abuses before they happen.

Full text: <https://www.fpp.jp/sustainabilityguidelines/>

■ Excerpt from Compliance Basic Policy

Code of Conduct

2. We will interact with all people in a truthful, fair, and equal manner in various situations.

Basic actions to support appropriate business activities

11. We will respect human rights and do not discriminate against people due to race, nationality, gender, age, occupation, region, beliefs, or disability, or engage in harassment.

Full text: <https://www.fpp.jp/compliance/>

Policies related to Diversity & Inclusion

Regarding Diversity & Inclusion, the Company has established the following "Human Resource Development Policy" as below.

■ Expert/summary from Human Resource Development Policy

Hiring diverse human resources who agree with the philosophy of the Company and expanding the abilities and uniqueness of each person are considered to be important factors for the Company to maintain high growth.

The Company shall perform hiring and promotion to higher ranks after evaluating the performance, abilities, aptitude, and character of the individual, regardless of their gender, nationality, ideology, or beliefs, etc. Furthermore, we provide an environment where people of diverse backgrounds can easily play an active role in the Company by using their unique knowledge and skills. We will strive to share and use the knowledge and skills of each person across their departments through our corporate culture that enables employees to learn from each other.

Policies related to HR system

Regarding the HR system, the Company has established the following in the "Multi-stakeholder Policy."

■ Excerpt/summary from Multi-Stakeholder Policy

Return to employees

The Company takes efforts for sustainable growth and productivity improvement through initiatives such as strategic investment of management resources in growth fields, the capability development and skill enhancement of employees, and focuses on maximizing added value.

On this basis, in accordance with the "Basic Principles for Wage Determination" based on earnings and results generated, the Company operates a remuneration system that rewards performance and achievements to raise wages under a fair evaluation system.

Also, with the aim of enhancing engagement and further improving productivity of employees, the Company strives to improve operational quality by providing training opportunities for managers, supporting self-development, and enhancing sales training for sales representatives. Through these efforts, we are committed to developing human resources for customer-oriented business operations.

Furthermore, we are enhancing employee benefits, including the establishment of an employee shareholding association system and the introduction of incentives. We will continue to actively and consistently promote these investments in human capital and aim to provide sustainable returns to our employees.

Text: <https://www.fpp.jp/multi-stakeholder/>

[Initiative details]

- Health management (regular health checks, stress tests) • Alerts to reduce overtime, providing opportunities to meet with occupational health physicians for employees working overtime for long periods • Qualification acquisition incentive system
- Employee shareholding association system (incentive system) • Payment of living allowances and housing allowances (internal employees) • Early hiring of part-time, contract, or temp workers as full-time employees (internal employees)
- Rehiring systems for mandatory retirees • Safety and health management • Staggered work hour system (internal employees) • Telework professional system (internal employees), etc.

Human Resource Development Policy

The Company is working hard to create an environment where every employee can maximize their talent based on the "Human Resource Development Policy" and "Internal Environment Improvement Policy".

■ Human Resource Development Policy

The Company considers increasing the number of sales representatives to be a very important factor when it comes to improving our business performance because sales of insurance through the provision of financial planning are our main source of revenue. At the same time, hiring many diverse human resources who agree with the philosophy of the Company, including Administrative Department personnel, and expanding the abilities and uniqueness of each person are considered to be important factors for the Company to maintain high growth.

The Company shall perform hiring and promotion to higher ranks after evaluating the performance, abilities, aptitude, and character of the individual, regardless of their gender, nationality, ideology, beliefs, etc. Furthermore, we provide an environment where people of diverse backgrounds can easily play an active role in the Company by using their unique knowledge and skills. We will strive to share and use the knowledge and skills of each person across their departments through our corporate culture that enables employees to learn from each other.

[Major initiatives]

Strengthen hiring: We introduced new graduate recruitment starting with employees joining the Company in April 2024. We are revitalizing our hiring activities by providing a referral program for sales representatives.

Strengthen development: We provide basic training for sales representatives for a period of about one month after they join the Company to ensure that they can reliably perform their duties even if they are inexperienced. We provide education for new employees throughout the entire workplace. They are provided with training three months after joining the Company and on-the-job training taught by senior employees. We have also established an interview and evaluation system conducted by their managers. Each year, we hold company-managed training in each management division throughout Japan as an opportunity for our employees to grow.

■ Internal Environment Improvement Policy

To ensure that our employees can work with motivation and engagement, we are working hard to create an environment where they can work with greater flexibility that aligns with each of their circumstances. We are also promoting the rehiring of employees after they retire and for male employees to take childcare leave. Sales representatives are provided with a work schedule that allows them a high degree of freedom when coming to work.

We also constantly conduct mental health training and harassment countermeasures, and are working on establishing a work environment that takes psychological safety into consideration and enables employees to easily perform their duties by adequately managing the status of employees taking paid leave and how many hours they work.

[Major initiatives]

- Strengthen the promotion of female managers: We will actively promote female managers.

[Human resource development initiatives, training details]

■ Management training (for managers)

Training held for managers as below:

FYE November 30, 2022: Mental health training

FYE November 30, 2023: HR evaluation training, harassment training

FYE November 30, 2024: Personal information protection training

FYE November 30, 2025: Human resources management training, sales management system training, and video training on internal affairs management (for managers of internal employees)

■ Management training (for new PM/UM)

Training held for persons newly promoted to PM (playing manager) or UM (unit manager) as below:

FYE November 30, 2022: Mental health training

FYE November 30, 2023: Mental health training

FYE November 30, 2024: Mental health training, harassment training

FYE November 30, 2025: Human resources management training, sales management system training

Employee engagement

The Company conducts a yearly questionnaire for all employees as an engagement survey.
The Company analyzes the opinions of employees obtained during this survey and makes every effort to create a workplace where all employees can work comfortably.
In the future, we will continue to conduct company-wide questionnaires, proactively gather and utilize the opinions of employees, and work hard to create a better workplace environment.

[Questionnaire implemented in FYE November 30, 2025]

■ Questionnaire period

May 1, 2025 to May 21, 2025

■ Targets

2,888 full-time officers and employees (part-time employees, and temporary workers)

■ Number of respondents

2,384 (Response rate: 82%)

■ Question / answer reason (The % shown is the percentage of respondents who answered "I strongly agree" and "I somewhat agree" in response to each question.

Respondents were able to select multiple reasons for their answer.)

Q: Do you like FP Partner? (60%)

[Reasons for the above] (1) Positive workplace relationships and colleagues who have a positive influence on me (23%); (2) Compensation and salary structure (23%); (3) Business domain and business model (16%); (4) Company culture, including collaborative and supportive environment (16%); and (5) Company growth prospects (11%)

Q: Do you want to continue working at FP Partner in the future? (70%)

[Reasons for the above] (1) Compensation and salary structure (25%); (2) Positive workplace relationships and colleagues who have a positive influence on me (22%); (3) Individual growth opportunities (15%); (4) Business domain and business model (14%); and (5) Company growth prospects (13%)

Q: Do you think FP Partner is a company you can be proud of? (60%)

[Reasons for the above] (1) Company growth prospects (28%); (2) Alignment with corporate culture and workplace relationships (24%); (3) Compensation and salary structure (21%); (4) Business domain and business model (18%); and (5) Individual growth opportunities (9%)

Health management initiatives

The Company made its Health Declaration in 2021 and has since promoted the mental and physical well-being of its employees, as well as the development of a comfortable working environment. As a result, since 2022, the Company has been certified for five consecutive years as a Health & Productivity Management Outstanding Organization (Large Enterprise Category), jointly selected by the Ministry of Economy, Trade and Industry and the Japan Health Council.

To support diverse working styles, we encourage employees to take childcare leave and have introduced a telework professional system and a staggered working hours system for office-based employees. As a notable result, the percentage of internal employees utilizing the staggered working hour system reached 70.2% in 2025, an increase of 26.5 percentage points compared with the previous year.

In addition, we continue to develop an environment that supports employee health, including mental health measures through various training programs and internal communications. Going forward, we will continue to actively support the health and well-being of employees and their families through a range of initiatives.

<Initiatives for health management of employees, health preservation, and improvement>

- Introducing the staggered work hour system
- Conducting stress checks at nationwide sites
- Holding health-related seminars (including mental health training)

Reference: <https://www.fpp.jp/kenkoukeiei/>

Governance

Nomination and Remuneration Committee

The Company has established a Nomination and Remuneration Committee as a volunteer advisory body in order to strengthen the fairness, transparency, and objectivity of processes related to the nomination and remuneration of Directors and enhance corporate governance. It is comprised of at least three Directors selected by the Board of Directors meeting and at least half of them are independent Outside Directors. Also, the chairperson is selected from among the independent Outside Directors by decision of the Board of Directors meeting.

The Nomination and Remuneration Committee deliberates on matters related to the nomination and dismissal of Directors, matters related to the selection and dismissal of the Representative Director and Executive Directors, the appropriateness of the decision policy related to remuneration of individual Directors, and matters related to remuneration of individual Directors. It then provides suggestions and proposals to the Board of Directors.

Chairperson: Yoshihiro Isaka

Members: Masaki Suzuki, Makiko Nakagawa, Naoyuki Tanaka, Tsutomu Kuroki

For the process concerning remuneration for Directors (and other officers), decisions are made by the Board of Directors after consulting with the Nomination and Remuneration Advisory Committee.

Special Committee

The Company has established a Special Committee as a volunteer advisory body in order to strengthen the fairness, transparency, and objectivity of processes related to important transactions where the interests of controlling shareholders conflict with those of minority shareholders with respect to protecting the interests of minority shareholders, and to enhance corporate governance. It is comprised of at least three Directors and Audit & Supervisory Board Members selected by the Board of Directors meeting and at least half of them are independent Outside Directors. Also, the chairperson is selected from among the independent Outside Directors by decision of the Board of Directors meeting.

In consultation with the Board of Directors meeting, the Special Committee deliberates and reports on the propriety of important transactions with controlling shareholders.

Chairperson: Masaki Suzuki

Members: Yoshihiro Isaka, Makiko Nakagawa, Naoyuki Tanaka, and Tetsuya Watanabe

Initiatives related to the audit system for information security

The Company recognizes information assets handled during business activities as an important management foundation. Protection from leakage, damage, and loss, etc. and appropriate management are a social responsibility. As such, the Company has established an Information Security Policy and continuously implements and maintains this policy.

We will continue to maintain a robust security system and ensure safe and secure information management 24 hours a day, 365 days a year.

<Main initiatives for information security measures>

■ Development of system infrastructure

- Along with the renewal of our existing VPN (virtual private network) and MDM (mobile device management) systems, we established a zero-trust network environment in January 2024 to strengthen network security and continue to operate this system.
- By introducing cloud-managed wireless access points, we have implemented measures to defend against malicious attacks and prevent malware infections from unauthorized devices by blocking Wi-Fi access from unapproved devices.

■ Virus/malware protection

All servers and PCs are equipped with endpoint security solutions (EPP and EDR). We prevent information leakage due to known and unknown malware infections.

■ Implement training using pseudo-targeted attack e-mails

We irregularly conduct pseudo-targeted attacks so that employees can learn how to respond to real attacks through this experience. Following these exercises, we share the "Security Incident Response Flow" across the Company and continuously raise awareness of appropriate response procedures.

■ Perform vulnerability assessments

For systems and environments that handle critical information, we continuously conduct vulnerability assessments to identify potential issues and verify security through penetration testing.

The General Manager of the Risk Management Department will be the supervisor, and each General Manager will be responsible for supervising their department.

Policy related to the gathering, use, and maintenance of customer information

■ Personal Information Protection Policy

Regarding personal information handled in business activities, the Company considers the respect of rights and interests of the individual and protection of personal information a social responsibility. The Company positions the respect of rights and interests of the individual and protection of personal information as a most important item in operating business. It has established a Personal Information Protection Policy, and implements and maintains this policy.

1. Prohibition of acquisition, use, or provision of personal information besides the purpose of use

The Company shall establish a system that aims to respect the rights and interests of individuals and protect personal information. In terms of acquisition, use, and provision of personal information, it shall be handled appropriately according to the set principles.

The Company shall establish measures so that personal information is not handled in a manner that exceeds the purpose of use displayed during acquisition.

2. Compliance with laws, regulations, and codes

In the handling of personal information, the Company shall comply with the laws and regulations and various guidelines applied to the protection of personal information, and other codes and policies decided by the government.

3. Safety measures

Through security countermeasures, the Company shall make every effort to prevent and correct any leak, loss, or damage of personal information.

4. Complaint and consultation response

In terms of personal information handling and the Company's personal information protection management system, the Company shall take appropriate measures in response to complaints or consultations about the personal information of individuals.

5. Ongoing improvement of management system

The Company shall establish a management system related to protection of personal information, spread awareness to all employees, aim for regular reviews of the management system related to protection of personal information, and perform ongoing improvements.

The General Manager of the Service Quality Department will be the supervisor, and each General Manager will be responsible for supervising their department.

Compliance Policy

■ Compliance Basic Policy

Code of Conduct

1. In order to contribute to the development of sound insurance business and gain trust from society, we place the compliance with laws and regulations, etc. as the foundation of actions and work toward honest, fair, and appropriate business operations.

2. We will interact with all people in a truthful, fair, and equal manner in various situations.

3. When discovering an action that violates laws and regulations, etc., we will muster the courage to identify it, and work with related parties to correct it.

The Company places compliance as one of the most important issues in management. All officers and employees must act while constantly being aware of social responsibility. Based on this policy, the Company shall establish a system for implementing compliance.

Basic actions to support appropriate business activities

1. Be sufficiently aware of the public nature of the insurance business and take efforts to protect insured persons by maintaining the fairness of insurance recruitment.

2. Protect intellectual property rights and do no harm the intellectual property rights of others.

3. In terms of handling of customer information gained in business, take great care and strive for strict management to prevent any loss or leakage, etc., and do not use the information besides set purposes.

4. Work closely with police, etc. and institutions to take a strong stance against anti-social forces that threaten order and safety of civil society.

5. Manage transactions that involve conflicts of interest and perform appropriate business activities to prevent the interests of customers from being improperly damaged.

6. Do not perform insider trading (trading of stocks, etc. that use important undisclosed information).

7. In relationships with competitors, do not engage in collusion, use unfair competitive measures, or request unfair transactions that take advantage of position in transaction.

8. Perform strict management of Company assets, important information, and operational secrets, etc.

9. Perform thorough checks at the time of transaction in order to prevent movement of revenue (money laundering/terrorism capital provision) through crime.

10. Do not use one's position in business for personal interests.

11. Respect human rights, do not discriminate against people due to race, nationality, gender, age, occupation, region, beliefs, or disability, or engage in harassment.

12. Secure a workplace environment that is easy and secure to work in.

Policies related to prevention of corruption

The Company has established the following policies related to prevention of corruption in the "Sustainability Basic Policy," "Compliance Basic Policy," and "Partnership Construction Declaration."

■ Excerpt from Sustainability Basic Policy

3. Cooperation with business partners

While complying with laws and regulations and social codes ourselves, we will cooperate with business partners to ensure fair and responsible business activities for society.

Full text: <https://www.fpp.jp/sustainabilityguidelines/>

■ Excerpt from Compliance Basic Policy

Code of Conduct

1. In order to contribute to the development of sound insurance business and gain trust from society, we place the compliance with laws and regulations, etc. as the foundation of actions and work toward honest, fair, and appropriate business operations.

2. We will interact with all people in a truthful, fair, and equal manner in various situations.

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The Company places compliance as one of the most important issues in management. All officers and employees must act while constantly being aware of social responsibility. Based on this policy, the Company shall establish a system for executing compliance.

Full text: <https://www.fpp.jp/compliance/>

■ Excerpt from Partnership Construction Declaration

1. Coexistence and co-prosperity across the entire supply chain and new partnerships beyond corporate scale and company group affiliations

By engaging not only with direct business partners but also with those at deeper tiers of the supply chain, we aim to enhance added value across the entire supply chain. We also seek to build coexistence and co-prosperity with our partners through collaboration that goes beyond existing business relationships and corporate scale. In doing so, from the perspectives of business continuity and workstyle reform in the event of disasters, we strive to collaborate with and give due consideration to our business partners' initiatives, such as the introduction of telework and business continuity planning (BCP), in accordance with specific circumstances.

Based on our management philosophy, we are committed to protecting our customers' important lives through insurance while enhancing communication with stakeholders to contribute to the realization of a sustainable society and promote coexistence and co-prosperity.

2. Compliance with "Promotion Standard"

We will fully comprehend and comply with the good transaction practices between contracting businesses and small and medium-sized subcontractors ("Promotion Standards" based on the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises), and proactively engage in the correction of transaction practices and commercial practices that hinder the construction of partnerships with business partners.

Full text: <https://www.biz-partnership.jp/declaration/148253-11-00-tokyo.pdf>

Whistleblowing system

FP Partner Inc., for the purpose of strengthening compliance management, has established a system for employee whistleblowing of improper actions by the organization or an individual and a system to appropriately handle consultations related to this matter. Using these systems, the Company aims to prevent improper actions and target early discovery and corrective action.

An overview of the whistleblowing process in the Company is as follows.

[Whistleblowing/consultation desk]

- Service Quality Department (Compliance department)
- Outside legal office designated by the Company

[Whistleblowing method]

- Phone or email

[Whistleblower/consultee]

- Company officer, employee (part-time employees, and temporary workers), or former employee
- Company business partner officer or employee

[Process following receiving the report]

- After receiving the report, determine whether an investigation is required by fair, equal, and honest means and then promptly notify the whistleblower on the future response.
- The investigation of facts related to the reported incident shall be performed by the General Manager and members of the Service Quality Department. The General Manager of the Service Quality Department, based on the details of the investigation, may select members of related departments as members to form an investigation team and perform the investigation.
- As a result of the investigation, if improper action is discovered, the Company will promptly take corrective action and measures to prevent reoccurrence, and shall promptly notify the whistleblower of these actions through the whistleblowing/consultation desk.

[Protection of whistleblowers]

Whistleblowers shall not receive unfavorable treatment for the reason of whistleblowing through the whistleblowing system. Persons violating these rules shall be punished in accordance with the employment guidelines and other guidelines. Also, the personal information of the whistleblowers will be protected.