

**Sustainability**

**Purpose, Materiality**

- Sustainability Promotion Structure
- Sustainability Milestones and Impacts of Key Initiatives
- Stakeholder Engagement
- Participation in Sustainability Initiatives

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# Purpose, Materiality

## SOMPO's Purpose

With “A Theme Park for Security, Health & Wellbeing,” create a society in which every person can live a healthy, prosperous and happy life in one’s own way.

Social value delivered by SOMPO	Material issues (Key management themes)	SOMPO's vision for society and for the group
 <b>Protect people from future risks facing the society</b>	Provide preparedness for all types of risk  Prevent accidents and disasters, contribute to a resilient society	 A safe and secure society, which is also protected from new risks such as climate change, infectious diseases, and cyberattacks due to the evolution of insurance   A society in which risks are controlled and damage is minimized by detecting and preventing warning signs
 <b>Create a future society for healthy and happy lives</b>	Contribute to a greener society where the economy, society and environment are in harmony  Provide solutions for healthy and happy lives  Contribute to a sustainable aging society	 An inclusive and resilient carbon neutral society where people and nature coexist in harmony   A society in which people who need support can live independent, healthy, and happy lives in a way true to themselves   A hopeful society in which the burden is reduced on people tasked with supporting an aging population and a declining birthrate
 <b>Foster the ability to change the future society with diverse talents and connections</b>	A group of talent who can change future society  Build a platform for partnerships towards creating value	 An organization whose diverse workforce has the capacity to develop innovative solutions and transform future society   An organization that innovates based on facts and data, and that promises fulfilling lives for an aging population and for the people who support it

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# Purpose, Materiality

## Materiality identification process

**Concept and Policy** **Activity and Result**

After holding extensive discussions on which social challenges to address and what kind of value to provide based on the SOMPO Group's strengths and resources, we identified seven material issues as key issues for fulfilling our Purpose. In addition, we analyze our materiality once a year and confirm whether changes are necessary based on changes in social challenges and the Group's business strategies as well as requests from our stakeholders.

### [PROCESS1] Identifying social challenges

We have comprehensively identified social challenges that are relevant to the SOMPO Group based on international guidelines such as GRI standards, ISO 26000, and the United Nations Global Compact. By matching the social challenges identified with the Sompo Group's strategies and actions to fulfill our Purpose, we identified social challenges that are highly important for the Group.

### [PROCESS2] Prioritization

For the social challenges identified in PROCESS1, we evaluated their importance by evaluating their degree of impact on stakeholders and degree of importance to the SOMPO Group and then prioritized them based on their relationships to the SDGs (which represent a universal language).

#### Importance evaluation criteria

- **Degree of impact on stakeholders:** Evaluated the SOMPO Group's degree of impact on stakeholders by sending ESG investment questionnaires to investors, experts, and portfolio companies and engaging in dialogue with NGOs and other stakeholders.
- **Degree of importance to the SOMPO Group:** Evaluated degree of importance to the SOMPO Group by assessing the positive and negative impacts on the Group's management strategy and business activities.

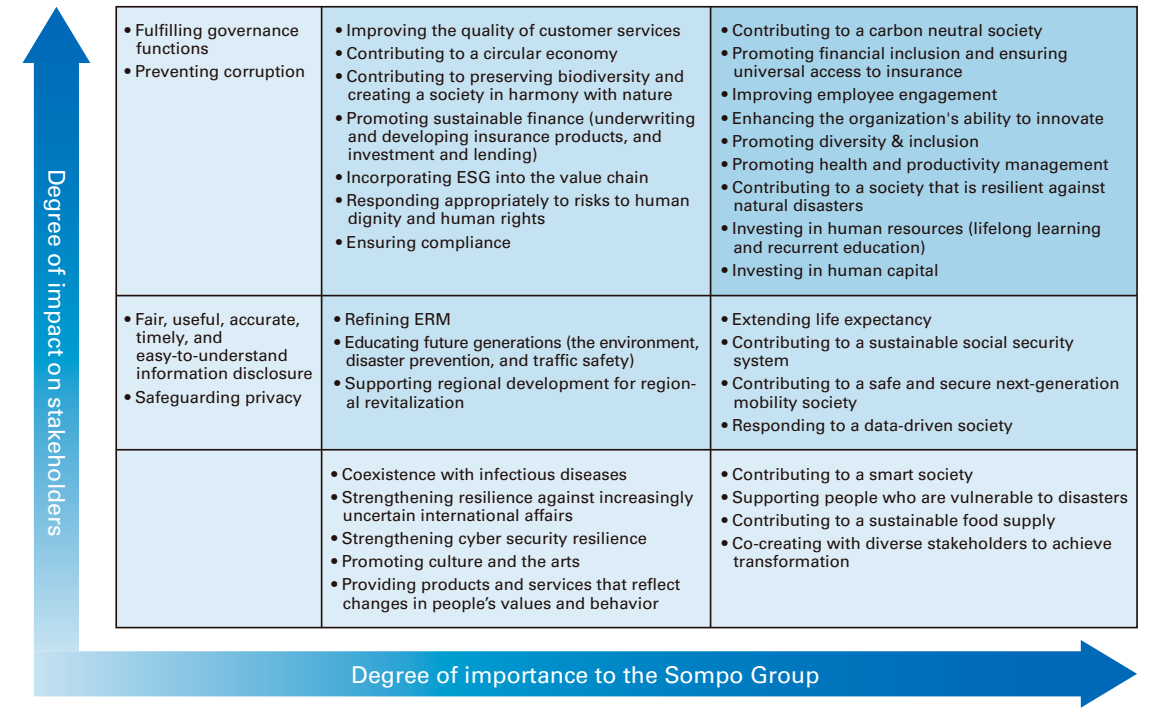
#### Dialogue with stakeholders

We believe that stakeholder engagement is an important activity for producing greater results by identifying social challenges and building relationships of trust and collaboration.

When reviewing our materiality in 2021, we discussed with Emiko Nagasawa, Keidanren (Japan Business Federation) Deputy General Manager\* of the SDGs Headquarters, and Masaru Arai, Chair\* of the Japan Sustainable Investment Forum, about what stakeholders expect and demand from us today, the appropriateness of our materiality and KPIs, and how we can further advance them by disseminating them within the company.

\*Titles are those at the time of the discussion

Fy2023 social challenge map



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# Purpose, Materiality

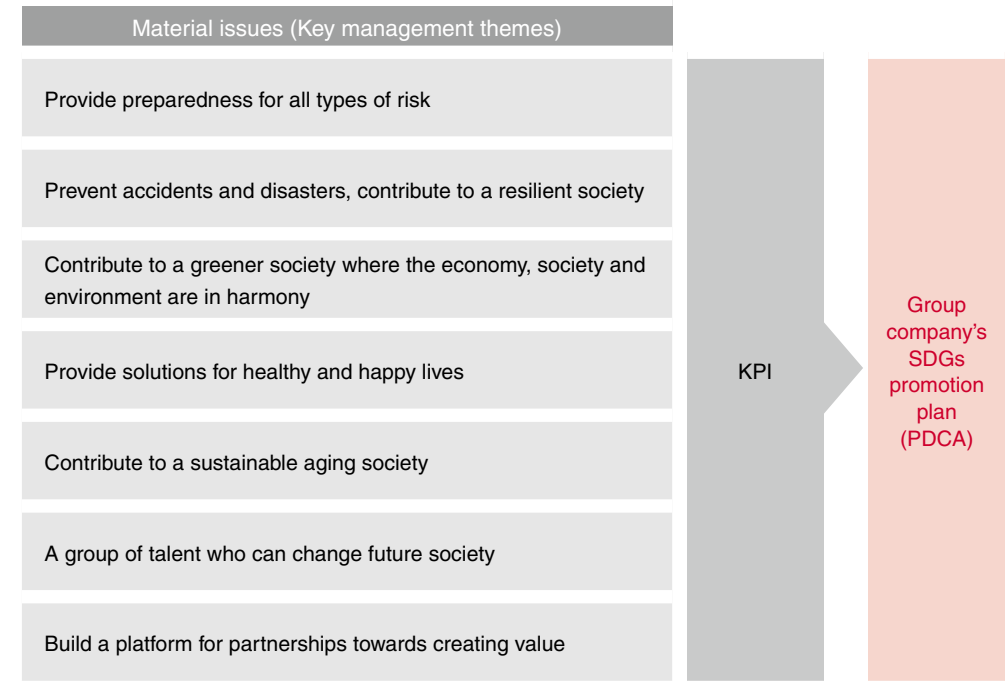
## [PROCESS3] Identifying material issues and setting KPIs

We organized and integrated the priority social challenges identified in PROCESS2 to determine how to incorporate them into our management strategy and systematized them into seven material issues as key issues for fulfilling SOMPO's Purpose.

By setting KPIs for each materiality and incorporating them in the promotion plans of each LOB and company, we have established a highly effective PDCA cycle that enables us to visualize the progress of initiatives and identify issues.

### Management-level discussion and approval/reporting process

After discussion by the Managerial Administrative Committee (MAC), the decision was approved by the Group COO (Director). The MAC proposal was reported to the Board of Directors. (FY2021)



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# Purpose, Materiality

## Materiality KPIs

Concept and Policy Activity and Result

In addition to organizing key issues in the way of realizing the Group's Purpose into seven material issues, KPIs have been set for each materiality to define what actions need to be done and to ensure that they were penetrated in the field and that their progress is monitored. Besides using materiality KPIs as indicators to take on day-to-day challenges in each business and field, the Group also reviews, updates, and expands them according to evolving and changing of the Group's initiatives and strategies. Changes were made in 2023, such as the creation of new KPIs related to its "egaku" business launched in April. By defining not only financial but also non-financial indicators and promoting a common framework, the Group will work together as one to realize SOMPO's Purpose.

★Newly added KPIs in FY2023

Materiality	Materiality Subcategory	Materiality KPIs		FY2022 Results		Relevant SDG Targets			SOMPO's Vision for Society and for the Group
		KPIs	Numerical Targets	Results	Status of single-year targets				
Provide preparedness for all types of risk	Promoting financial inclusion and ensuring universal access to insurance	Domestic net written premiums (contribution to promoting insurance)	FY2021: ¥1,988.6bn; FY2022: ¥2,055.3bn; FY2023: ¥2,079.9bn	¥2,079.3bn	Achieved	1.4	8.10	11.b	A safe and secure society, which is also protected from new risks such as climate change, infectious diseases, and cyberattacks due to the evolution of insurance
		Overseas gross written premiums (contribution to promoting insurance)	FY2021: +7.9%; FY2022: +7.1%; FY2023: +6.9% *USD base	+11.3%	Achieved	1.4	8.10	13.1	
	No. of life insurance policies in force (contribution to promoting insurance)	FY2021: 4.43M; FY2022: 4.72M; FY2023: 5.00M	4.71M	Not achieved	1.4	3.4	8.10		
	No. of sales and premiums for insurance products that help people prepare for illness and injury (core products)	Increase YoY	YoY increase: +2,890 insurance product sales; +¥500mil premiums	Achieved	3.3	3.4	8.10		
Contributing to a sustainable food supply	Expansion of AgriSompo's agricultural insurance business to more countries	Increase number of countries by FY2023	—	No single-year target set	1.5	2.4	13.1	A society in which risks are controlled and damage is minimized by detecting and preventing warning signs	
	Customer satisfaction with insurance claims paid for natural disasters	Improve YoY	YoY improvement: +1.6 points	Achieved	1.5	11.b	13.1		
Prevent accidents and disasters, contribute to a resilient society	Contributing to a society that is resilient against natural disasters	Development of products and services that help adapt to or mitigate climate change	Publish and update development results	Published in various disclosures	No single-year target set	1.5	13.1	13.3	A society in which risks are controlled and damage is minimized by detecting and preventing warning signs
		No. of sales and premiums for insurance products that contribute to a safe and secure next-generation mobility society (core products)	Increase YoY	YoY increase: +324,220 insurance product sales; +¥1.54bn premiums	Achieved	3.6	8.10	11.2	
	Customer satisfaction with insurance claims paid for car accidents	Improve YoY	YoY improvement: -0.8 points	Not achieved	3.6	8.10	11.2		
	No. of participants in disaster prevention and traffic safety training	FY2021: 15,000; FY2022: 18,000; FY2023: 20,000	17,963	Not achieved	3.6	4.7	11.b		
Contributing to a greener society where the economy, society and environment are in harmony	Promoting sustainable finance (underwriting and developing insurance products, and investment and lending)	Participation and activities in sustainability-related initiatives and rule-making	Publish and update activity results	Published in various disclosures	No single-year target set	9.4	11.4	13.3	An inclusive and resilient carbon neutral society where people and nature coexist in harmony
		No. of engagements with investee and borrower companies	Increase YoY	Decrease YoY	Not achieved	7.a	9.4	13.a	
	Realizing a carbon neutral society	Reduction rate for Group greenhouse gas emissions	60% reduction by 2030 (compared to 2017 levels), net zero by 2050 *Targets include Scopes 1, 2, and 3, but exclude investee and borrower companies	239,554 tCO <sub>2</sub> e	No single-year target set	7.2	12.8	13.2	
	Incorporating ESG into the value chain	Switch to renewable energy sources	70% utilization rate by FY2030	5.1%	No single-year target set	7.2	12.2	13.2	
	Biodiversity conservation, contributing to the realization of a circular society and a society in harmony with nature	Reduction rate for greenhouse gas emissions of investee and borrower companies	25% reduction by 2025 (compared to 2019 levels), net zero by 2050 *For Scope 3, Category 15 emissions	FY2021 Equities: 931,821 t-CO <sub>2</sub> e Bonds: 909,893 t-CO <sub>2</sub> e	No single-year target set	7.a	12.8	13.2	
Provide solutions for healthy and happy lives	Extending life expectancy	No. of participants in biodiversity conservation activities and environmental education programs	FY2021: 11,500; FY2022: 9,000; FY2023: 10,500	9,472	Achieved	4.7	13.3	14.1	A society in which people who need support can live independent, healthy, and happy lives in a way true to themselves
		No. of Insurhealth® policies sold	End of FY2021: 300,000; End of FY2022: 460,000; End of FY2023: 420,000	440,000	Not achieved	1.4	3.4	8.10	
		No. of Insurhealth® policies in force	End of FY2021: 600,000; End of FY2022: 1,130,000; End of FY2023: 1,300,000	1,100,000	Not achieved	1.4	3.4	8.10	
		Sales share of Insurhealth® products	End of FY2021: 60%; End of FY2022: 70%; End of FY2023: 80%	74%	Achieved	3.4	3.a	8.10	
		No. of My Link X members	FY2022: 700,000; FY2023: 1,000,000	770,000	Achieved	1.4	3.4	8.10	
		Company name recognition	End of FY2021: 60%; End of FY2022: 70%; End of FY2023: 70%	56.8%	Not achieved	3.4	3.a	8.10	
		Perception as a company that promotes health	Life insurance industry ranking for Sompo Himawari Life Insurance: End of FY2021: No. 5; End of FY2022: No. 3; End of FY2023: No. 1	No. 8	Not achieved	3.4	3.a	8.10	
		No. of branch offices offering dementia prevention programs	FY2021: 38; FY2022: 82; FY2023: 194	133	Achieved	3.4	5.4	10.2	
		Health guidance business revenue	FY2021: ¥3.519bn; FY2022: ¥3.881bn; FY2023: ¥4.039bn	¥3.693bn	Not achieved	3.4	3.5	4.7	
		Mental health service revenue	FY2021: ¥1.485bn; FY2022: ¥1.619bn; FY2023: ¥1.764bn	¥1.600bn	Not achieved	3.4	8.8	4.4	
Contributing to a smart society	No. of smart community proof of concepts, revenue in smart community business	FY2021: 10; FY2022: 10; FY2023: ¥20mil *Revenue in the first year of commercialization	9	Not achieved	3.4	11.3	3.d		



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# Purpose, Materiality

★Newly added KPIs in FY2023

Materiality	Materiality Subcategory	Materiality KPIs		FY2022 Results		Relevant SDG Targets			SOMPO's Vision for Society and for the Group		
		KPIs	Numerical Targets	Results	Status of single-year targets						
<b>Contribute to a sustainable aging society</b>	Contributing to a sustainable social security system	No. of facilities introducing future nursing care model	FY2021: 28; FY2022: 73; FY2023: 180	37	Not achieved	1.3	3.4	8.8	A hopeful society in which the burden is reduced on people tasked with supporting an aging population and a declining birthrate		
		Nursing care facility occupancy rate	FY2021: 90.8%; FY2022: 92.9%; FY2023: 94.8%	92.3%	Not achieved	1.3	3.4	10.2			
		No. of nursing care users	FY2021: 90,000; FY2022: 94,000; FY2023: 100,000	92,000	Not achieved	1.3	3.4	5.4			
		Care provider turnover rate	FY2021: 11.4%; FY2022: 11.0%; FY2023: 11.4%	11.7%	Not achieved	1.3	3.4	8.5			
<b>A group of talent who can change future society</b>	Investing in human capital	Enhancing the organization's ability to innovate	Fulfilling governance functions	Co-creating with diverse stakeholders to achieve transformation	Employee engagement	Average Gallup Q12 score of 3.70 pt in Japan and 4.10 pt overseas by end of FY2023	3.50 pt in Japan, and 4.12 pt overseas	No single-year target set	4.4	8.2	9.b
					My Purpose training participation rate	End of FY2023: 100% of eligible employees *HD and group companies in Japan	90%	No single-year target set	3.4	4.4	8.2
					Telework rate	50% or more of whole Group *excluding frontline care givers	43%	Not achieved	4.4	5.4	9.b
					Health and Productivity Management® indicators (Work Limitations Questionnaire)	Improve YoY at all companies	93.5%	Not achieved	3.4	4.4	8.8
					Ratio of female managers	End of FY2023: 30% *As of April 1st, 2024	28.1% *As of April 1st, 2023	No single-year target set	5.5	8.2	10.2
					Ratio of employees with disabilities	End of FY2023: 2.5% *As of April 1st, 2024	2.36% *As of April 1st, 2023	No single-year target set	4.4	8.2	10.2
					Shift to job-based HR system	Introduce job-based system at all companies by end of FY2023	At Sompo Holdings, job-based system was expanded to non-managers	No single-year target set	8.2	8.5	9.5
					No. of digital personnel developed and recruited	End of FY2023: DX specialists: 177 DX planning personnel a) Employees who have completed basic DX training: 4,173 b) Participants in AI planning, data utilization, and CX agile design training: 3,000 DX utilization personnel: 17,100 participants in training	End of FY2023: DX specialists: 69 DX planning personnel a) Employees who have completed basic DX training: 4,173 b) Participants in AI planning, data utilization, and CX agile design training: 1,797 DX utilization personnel: 17,281 participants in training	No single-year target set	4.4	8.2	9.5
					Group revenue generated by utilizing Real Data Platform	¥500bn (medium- to long-term target)	Commercialize "egaku" from FY2023	No single-year target set	3.4	9.5	17.16
					External sales and monetization of Real Data Platform products and services	Two projects or more by end of FY2023	Commercialize "egaku" from FY2023	No single-year target set	3.4	9.5	17.16
<b>Build a platform for partnerships towards creating value</b>	Promoting a data-driven society	(All Material issues)	Partnership KPIs	Increase in no. of partnerships 1) No. of collaborations and partnerships announced to the public 2) No. of proof-of-concept and pilot tests conducted through collaborations and partnerships 3) No. of solutions provided through collaborations and partnerships	★ No. of facilities introducing Nursing Care RDP "egaku"	End of FY2023: 100 facilities	—	—	3.4	8.5	9.2
					★ Operating income of Nursing Care RDP "egaku"	End of FY2030: ¥10bn	—	—	3.4	8.2	9.2
					★ Social impacts that Nursing Care RDP "egaku" creates	End of FY2040: ¥3.7trillion *Close the labor supply demand gap of 220,000 people	—	—	1.3	3.4	8.5
					Partnership KPIs	1) 112 2) 41 3) 51	—	—	—	—	—

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# Sustainability Promotion Structure

## Promotion structure

**Structure**

The Company has established a system of sustainability governance whereby Executive Officers execute measures in line with Group-wide strategies and policies aimed at realizing SOMPO's Purpose, and the Board of Directors monitors their performance.

The Group Chief Sustainability Officer (Group CSuO) is in overall charge of sustainability at the Group, and is responsible for formulating and executing strategies related to sustainable management, and for overseeing the sustainability functions of the entire Group.

With regard to the promotion structure, the Group Sustainable Management Committee (hereinafter referred to as "the Committee") is positioned as the parent organization for promoting sustainability throughout the Group. The Committee, whose members include the CSuOs and CSOs from the four major domestic and overseas businesses, discusses and makes decisions on ESG issues, including climate change.

The Committee also drives the sustainability initiatives of the entire Group; to this end, it monitors the progress of and identifies potential issues in implementation plans formulated by Group companies to achieve materiality and KPIs.

By establishing a Climate Change Working Group and Sustainable Management Promotion Liaison Committee under the umbrella of the Committee, we are building a system to advance information sharing and policy implementation based on the consideration of individual issues and the content of the discussions of the Committee.

Topics of discussion at the Committee are referred to the Global Executive Committee (Global ExCo)\*, the Group's highest executive committee, and the Managerial Administrative Committee (MAC)\*, thereby raising the quality of our decision-making. The Board of Directors (including at preliminary briefing meetings) also receives reports on the discussions held by Global ExCo and MAC, thereby increasing the effectiveness of its supervisory functions.

\*Group ExCo (after April 2024)

## Most recent discussions and reports at the Committee

**Activity and Result**

**March 2023**

- The international situation surrounding ESG issues and climate change policy based on the activities of net-zero organizations, including NGOs

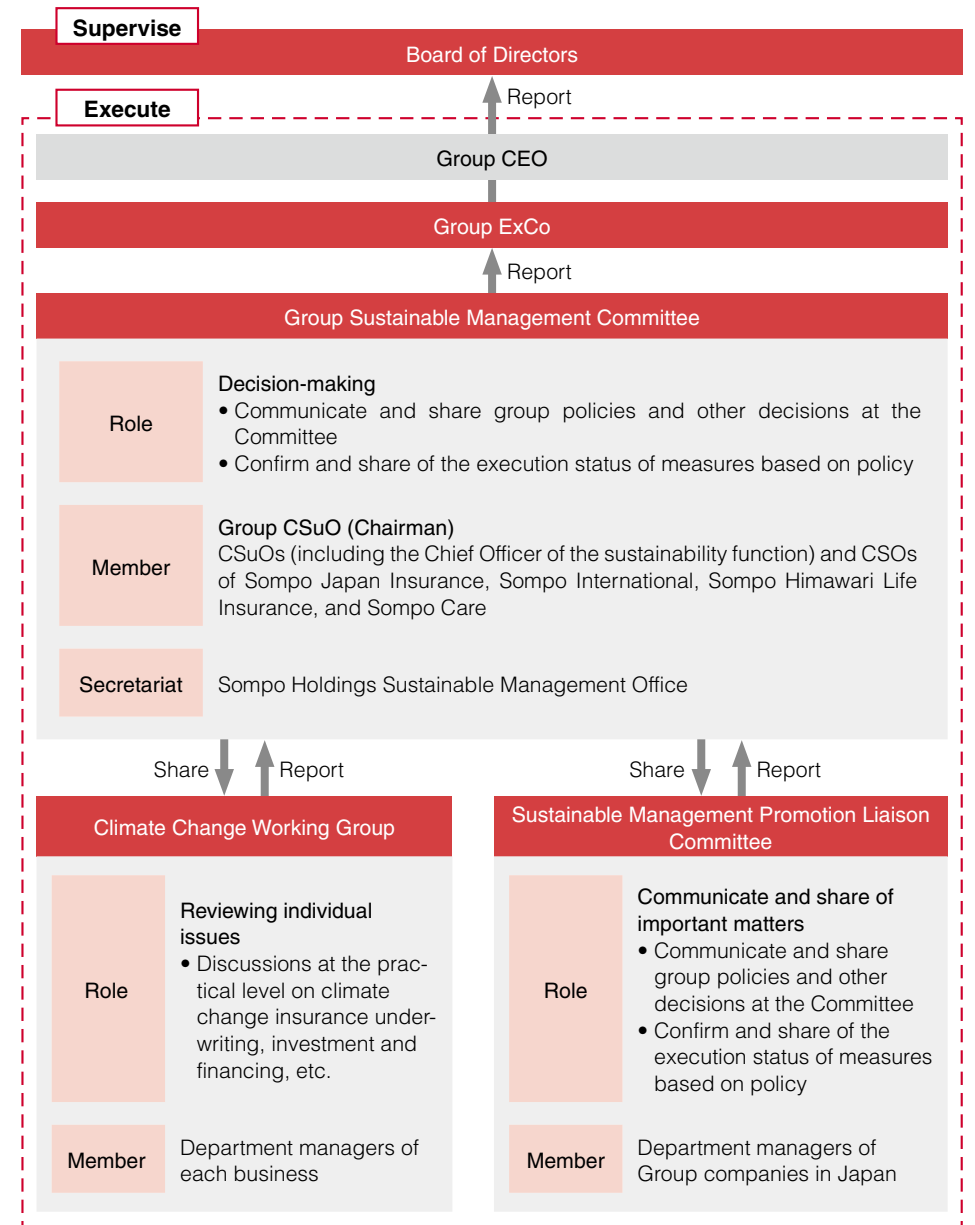
**August 2023**

- Progress of targets and metrics committed to under SOMPO Climate Action and status of initiatives
- Materiality KPIs

**October 2023**

- Policies for GHG reduction activities in and after FY2024 (Scope 1 to 3, Category 15 (including Investments and Loans))
- Targets for transition insurance in underwriting

**System chart**



Note: Structure after April 2024 (as of February 29, 2024)





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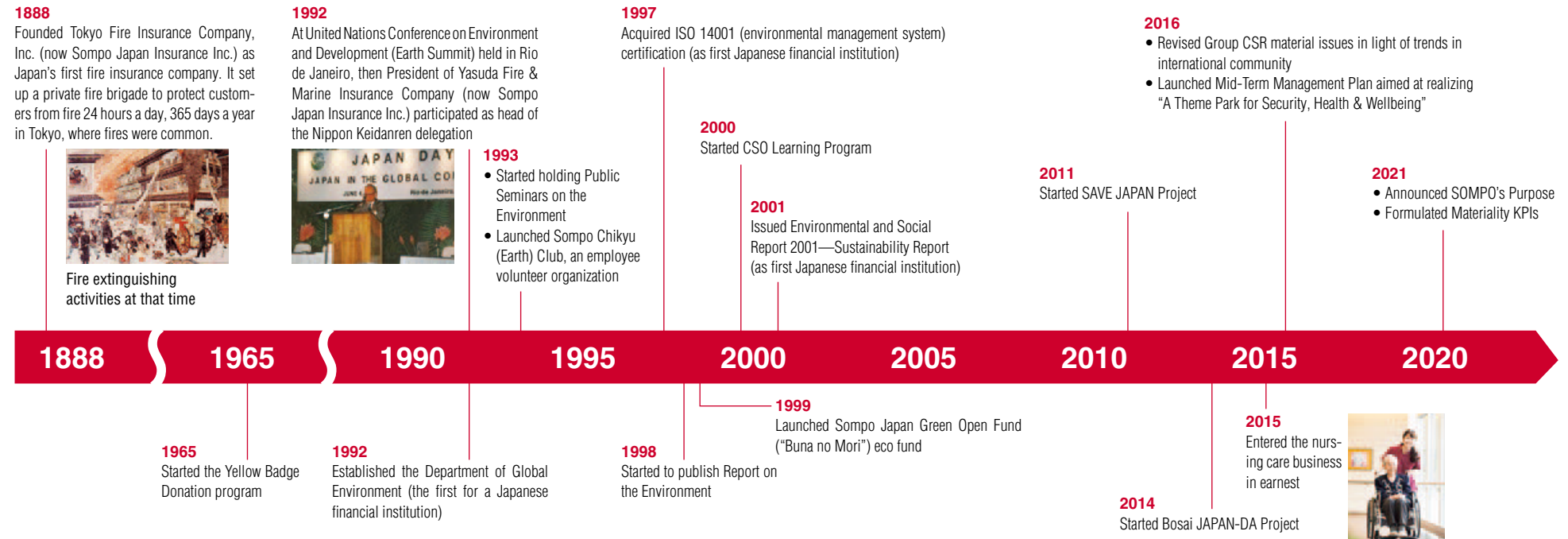
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# Sustainability Milestones and Impacts of Key Initiatives

**Activity and Result**

Tokyo Fire Insurance Company, Inc., one of the Group's forerunners, was established in 1888 as Japan's first fire insurance company with the mission of protecting people from the threat of fire. We have deepened our sustainability efforts in keeping with the changes of the times, which have included population decline, low birthrate and population aging, climate change, and the evolution of technology. The following is an overview of our sustainability milestones and the impacts of key initiatives to date.

## Sompo Group's sustainability milestones



## Impacts of key initiatives

Yellow Badge Donation program	Public Seminars on the Environment	CSO Learning Program	SAVE JAPAN Project	Bosai JAPAN-DA Project
Approx. <b>70.82 million</b> badges donated (as of April 2023)	Approx. <b>36,400</b> total attendees (as of March 2023)	<b>1,276</b> total attendees (as of March 2023)	Approx. <b>61,000</b> total attendees (as of March 2023)	Approx. <b>77,000</b> total attendees (as of March 2023)

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# Stakeholder Engagement

**Activity and Result**

Key stakeholders that influence our business activities are highly diverse. We value stakeholder engagement because we believe communicating with our stakeholders is important for understanding social issues, building relationships of trust and collaboration, and accomplishing greater results.

Stakeholder	Policy	Main communication methods	Main communication themes
Customers	Sompo Holdings' Group Management Philosophy calls on us to "contribute to the security, health, and wellbeing of customers and society as a whole by providing insurance and related services of the highest quality possible." To achieve this, and to become the best service provider for our customers, we have established the Sompo Group Basic Policy on Response to Customer Feedback. Each Group company will strive to develop a system for collecting and utilizing customer feedback in accordance with the characteristics of its business.	<ul style="list-style-type: none"> <li>Customer relations office and customer call centers</li> <li>Customer survey</li> <li>Provide information through websites, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Improve quality of claims service</li> <li>Improve products and services</li> <li>Requests regarding employees and agencies of the Sompo Group</li> </ul>
Shareholders, investors	Through the timely and appropriate disclosure of information, we aim to ensure that shareholders and investors have a suitable understanding of the Group's business conditions and status of each initiative. We also make use of input received through constructive dialogue with shareholders and investors in order to promote sustainable growth and increase corporate value.	<ul style="list-style-type: none"> <li>General Shareholders Meeting</li> <li>Financial results briefings, IR meetings</li> <li>Provide information through Integrated Annual Report, Sustainability Report, and Website</li> </ul>	<ul style="list-style-type: none"> <li>Medium- to long-term company strategy</li> <li>Status of achievement of the Mid-Term Management Plan</li> <li>Progress in Purpose Management</li> <li>Status of initiatives in non-financial areas</li> </ul>
Local Communities	We strive to coexist with local communities by understanding the impact of our business activities on local communities, conducting business activities that respond to their needs, and maintaining communication with them.	<ul style="list-style-type: none"> <li>Social contribution activities, volunteer activities</li> <li>SAVE JAPAN Project</li> <li>Partnership agreements with local governments</li> </ul>	<ul style="list-style-type: none"> <li>Disaster prevention and mitigation in local communities</li> <li>Initiatives to address environmental issues</li> <li>Overall SDGs</li> </ul>
Agencies	We value the relationship of trust we have with agencies, who are our business partners, and we will strive to provide appropriate advice and sufficient services that satisfy our customers and cooperate with each other for mutual development.	<ul style="list-style-type: none"> <li>Conduct a survey of actual conditions for insurance agencies</li> <li>Establish management consultation desk</li> </ul>	<ul style="list-style-type: none"> <li>Insurance products and related services</li> <li>Promotion of sales to small and medium-sized enterprises, etc.</li> <li>Agency system</li> </ul>
NPO/NGO Civil societies	We strive to understand and solve social issues through dialogue and collaboration with NPOs and NGOs in various countries.	<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Survey responses</li> </ul>	<ul style="list-style-type: none"> <li>Climate change</li> <li>Human rights</li> </ul>
Business partners	Conduct fair and equitable business with partners, observe legislation and regulations, and collaborate with them to address social issues.	<ul style="list-style-type: none"> <li>Periodic requests for consideration of sustainability</li> <li>Provide information through websites, etc.</li> </ul>	<ul style="list-style-type: none"> <li>The Sompo Group's environmental and CSR procurement policies</li> </ul>
Employees	Positioning each employee's My Purpose as the foundation of human capital management, we aim to build a group of talents that share three core values: mission-driven, professionalism, and diversity & inclusion.	<ul style="list-style-type: none"> <li>Town Hall Meetings between management team and employees</li> <li>Engagement Survey</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction with the work environment</li> <li>My Purpose</li> </ul>



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# Participation in Sustainability Initiatives

**Activity and Result**

To solve social issues on a global level, the collaboration of a broad range of stakeholders is indispensable. Our Group participates actively and endeavors to take a leading role in a wide variety of international and domestic initiatives.

Group or initiative	Overview	Sompo Group activity
<p>United Nations Global Compact (UNGC)</p> 	<p>The United Nations Global Compact is a voluntary initiative for participation by companies in the creation of a global framework under which companies exercise responsible and creative leadership to act as good members of society to realize a sustainable society.</p>	<ul style="list-style-type: none"> <li>• Signed in 2006</li> <li>• Submit an Annual Report on the status and results of the implementation of the four areas (human rights, labor, environment, and anti-corruption) and ten principles of the United Nations Global Compact</li> </ul>
<p>Women's Empowerment Principles (WEPs)</p> <p>In support of</p> 	<p>International principles representing seven steps companies and private organizations can take to promote and empower women.</p>	<ul style="list-style-type: none"> <li>• Signed in 2012</li> <li>• Signed by Sompo Asset Management in 2018</li> </ul>
<p>United Nations Environment Programme Finance Initiative (UNEP FI)</p> 	<p>The UNEP FI is an international financial sector network comprising financial institutions that aim to contribute to sustainable development.</p>	<ul style="list-style-type: none"> <li>• Signed in 1995</li> </ul>
<p>United Nations Principles for Responsible Investment (UN PRI)</p> <p>Signatory of:</p> 	<p>Investment principles that require financial institutions to consider environmental, social, and governance (ESG) issues when making investment decisions.</p>	<ul style="list-style-type: none"> <li>• First Japanese insurance company to sign in 2006</li> <li>• Signed by Sompo Asset Management in 2012</li> </ul>

Group or initiative	Overview	Sompo Group activity
<p>United Nations Principles for Sustainable Insurance (UN PSI)</p> 	<p>Declaration by insurance companies to consider ESG issues in their business operations.</p>	<ul style="list-style-type: none"> <li>• Signed in 2012</li> <li>• Participation in TCFD Insurance Working Group sponsored by PSI</li> </ul>
<p>Glasgow Financial Alliance for Net Zero (GFANZ)</p> 	<p>The GFANZ is a global coalition of financial institutions that aim to achieve net-zero greenhouse gas (GHG) emissions by the year 2050.</p>	<ul style="list-style-type: none"> <li>• Joined in 2022</li> <li>• GFANZ-affiliated organizations of which the Sompo Group is a member: Net-Zero Asset Owner Alliance (NZAOA) Net Zero Asset Managers Initiative (NZAM)</li> </ul>
<p>Partnership for Carbon Accounting Financials (PCAF)</p> 	<p>A global industry-led initiative, consisting of financial institutions and partners, that are working to develop and implement a harmonized accounting approach to measure and disclose greenhouse gas emissions associated with their financial activities.</p>	<ul style="list-style-type: none"> <li>• Joined in 2021</li> </ul>
<p>World Business Council for Sustainable Development (WBCSD)</p> 	<p>Global organization of more than 200 leading companies committed to sustainable development</p>	<ul style="list-style-type: none"> <li>• Joined in 1995</li> <li>• Only Japanese financial institution that is a member</li> </ul>

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**Sustainability**

- Purpose, Materiality
- Sustainability Promotion Structure
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- Stakeholder Engagement

**Participation in Sustainability Initiatives**






Environment





Society

Governance

Data

## Participation in Sustainability Initiatives

Group or initiative	Overview	Sompo Group activity
<p>Principles for Financial Action towards a Sustainable Society (Principles for Financial Action for the 21st Century) (PFA)</p> 	<p>Principles developed to guide the actions of financial institutions to fulfill their roles and responsibilities to create a sustainable society.</p>	<ul style="list-style-type: none"> <li>Signed by 10 Group companies (currently 6) in 2011</li> <li>Sompo Japan Insurance serves as co-chair of the steering committee and chair of the insurance working group, while Sompo Asset Management serves as co-chair of the working group on investment, securities and investment banking.</li> </ul>
<p>Climate Action100+</p> 	<p>Initiative aimed at effectively promoting the Principles for Responsible Investment (PRI) and the reduction of greenhouse gas emissions by asset owners and managers.</p>	<ul style="list-style-type: none"> <li>Signed by Sompo Asset Management in 2018</li> </ul>
<p>Japan Climate Initiative (JCI)</p> 	<p>Network established to enhance information dissemination and the exchange of opinions among non-government entities such as corporations, local governments, civic groups, and NGOs that are actively taking measures to combat climate change.</p>	<ul style="list-style-type: none"> <li>Joined in 2018</li> </ul>
<p>ECO-FIRST Program, the Ministry of the Environment, Japan</p> 	<p>Program under which environmentally advanced companies make a commitment to the Ministry of the Environment, Japan about the environmental conservation initiatives they will take in fields such as combating climate change.</p>	<ul style="list-style-type: none"> <li>Became the first P&amp;C insurance company to be certified in 2008</li> </ul>
<p>Task Force on Climate-related Financial Disclosures (TCFD)</p> 	<p>Task Force on Climate-related Financial Disclosures established by the Financial Stability Board (FSB).</p>	<ul style="list-style-type: none"> <li>Endorsed in 2018</li> </ul>

Group or initiative	Overview	Sompo Group activity
<p>Taskforce on Nature-related Financial Disclosures (TNFD) Forum</p> 	<p>TNFD is an international organization established to build a framework for corporate risk management and disclosure related to nature. The TNFD Forum is a stakeholder organization established to help build the framework.</p>	<ul style="list-style-type: none"> <li>Sompo Japan Insurance joined in 2021</li> </ul>
<p>30by30 Alliance for Biodiversity</p> 	<p>A coalition of companies, local governments, and groups that support the registration of "other effective area based conservation measures" (OECMs) towards achieving the international goal of "30 by 30" —preserving more than 30% of land and sea by 2030.</p>	<ul style="list-style-type: none"> <li>Sompo Japan Insurance joined in 2022</li> </ul>
<p>Keidanren Initiative for Biodiversity Conservation</p> 	<p>Initiative by companies and groups that work on multiple items of Keidanren Declaration for Biodiversity and Action Guideline, or agree with its overall purpose.</p>	<ul style="list-style-type: none"> <li>Sompo Japan Insurance has been a member of the initiative since 2009, when it started as "The Declaration of Biodiversity by Keidanren Promotion Partners."</li> </ul>
<p>Declarations of Partnership Building</p> 	<p>The "Partnership Building Declaration" was established at the "Council on Promoting Partnership Building for Cultivation the Future," whose members include the Chairman of KEIDANREN, the Chairman of Japan Chamber of Commerce and Industry (JCCI), the Chairman of Japanese Trade Union Confederation (JTUC), and relevant ministers of Japan (Cabinet Office, Ministry of Economy, Trade and Industry, Ministry of Health, Labor and Welfare, Ministry of Agriculture, Forestry and Fisheries, Ministry of Land, Infrastructure and Transport). It is a declaration of a company to build a new partnership by promoting cooperation and coexistence with business partners and value-creating businesses in the supply chain.</p>	<ul style="list-style-type: none"> <li>The following Sompo Group companies have signed on to the declaration: Sompo Holdings Sompo Japan Insurance Sompo Himawari Life Sompo Care Sompo Health Support</li> </ul>