

## Incorporation of “SOMPO Challenged Inc.” to Boost Jobs for People with Disabilities

Sompo Holdings, Inc. (Kengo Sakurada, Group CEO and President; hereinafter “Sompo Holdings”) is pleased to announce that it will incorporate a new company as of April 2, 2018. The new company, SOMPO Challenged Inc. (hereinafter referred to as “SOMPO Challenged”), is to boost jobs for people with disabilities. The incorporation will be consummated upon completion of necessary procedures with the relevant authorities.

Sompo Holdings Group companies operate globally with a focus on diversified human resources. With a view to reflecting such perspectives on a wide array of services, our ultimate goal is to achieve excellence that contributes to “Security, Health and Wellbeing” for our customers. Based on an idea that diversity is the driving force of our business growth, we are striving to promote diversity, with a catchword “Diversity for Growth,” toward a workplace where diversified human resources can make a strong showing through active participation.

As part of this effort, we have determined to establish SOMPO Challenged <sup>1</sup> to create the environment in which people with disabilities can work by capitalizing on their strengths. The new company will not only provide job opportunities but also facilitate growth and job satisfaction for a greater number of people with disabilities.

SOMPO Challenged will, upon incorporation, apply for certification as a special-purpose subsidiary <sup>2</sup> in line with the “Law for Employment Promotion, etc. of Persons with Disabilities.”

### <Company Profile of SOMPO Challenged>

Company Name	SOMPO Challenged Inc.
Date founded	April 2, 2018

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<sup>1</sup> “Challenged” is the language to refer to people with physical and mental disabilities arose in the US; originally intended to give a more positive tone than terms such as disabled or handicapped; with the implication being that they are entitled to tackle challenges or given a chance called “challenges.”

<sup>2</sup> Special-purpose subsidiary is a company approved by the Minister of Health, Labor and Welfare after certain conditions are met; a company that pays special attention to the employment of people with disabilities.

HQ location	6-3-5, Shinmachi, Nishi Tokyo City, Tokyo
Representative	Yoshiaki Tani
Capital	50M yen
Shareholder	Sompo Holdings (100%)
Business activities	Businesses with a focus on clerical works and general affairs, where people with disabilities can leverage their strengths