

# Comparative Table of Stakeholder Capitalism Metrics

Sompo Holdings endorses the Stakeholder Capitalism Metrics (hereinafter referred to as “the metrics”) developed under the leadership of the International Business Council (IBC) of the World Economic Forum.

The metrics define universal and comparable disclosures by companies across countries and industries in order to render stakeholder capitalism measurable.

The metrics consist of four categories—Principles of Governance, Planet, People, and Prosperity—and corresponding sets of 21 core metrics and 34 extended metrics. The table below shows the status of disclosure for each standard relevant to the Sompo Group’s businesses.

Principle of Governance		
Theme	Core metrics and disclosures	Page References
Governing purpose	<p><b>Setting purpose</b> The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	<p><a href="#">Toward the Realization of SOMPO’s Purpose</a> <a href="#">The Group Management Philosophy, Purpose, Materiality Integrated Annual Report 2023</a> (P.44-45 Value Creation Cycle)</p>
Quality of governing body	<p><b>Governance body composition</b> Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	<p><a href="#">Integrated Annual Report 2023</a> (P.94-121 Governance) <a href="#">Corporate Governance Management System</a> <a href="#">ESG Data (Governance Data)</a></p>
Stakeholder engagement	<p><b>Material issues impacting stakeholders</b> A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p><a href="#">Stakeholder Engagement</a> <a href="#">SDG-Based Management</a> <a href="#">Progress Towards our Materiality and KPIs</a> <a href="#">Building ESG Considerations Into Our Operations</a></p>
Ethical behavior	<p><b>Anti-corruption</b> 1. Total percentage of governance body members, employees and business partners who have received training on the organization’s anti-corruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	<p><a href="#">Compliance System</a> <a href="#">Overview of the Status of Internal Control System</a> <a href="#">ESG Data (Governance Data)</a></p>
	<p><b>Protected ethics advice and reporting mechanisms</b> A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.</p>	<p><a href="#">Overview of the Status of Internal Control System</a> <a href="#">Stakeholder Engagement</a> <a href="#">Building ESG Considerations Into Our Operations</a></p>
Risk and opportunity oversight	<p><b>Integrating risk and opportunity into business process</b> Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p><a href="#">Integrated Annual Report 2023</a> (P.112-113 Enterprise Risk Management (ERM)) <a href="#">Response to Recommendations of the Task Force on Climate-related Financial Disclosures</a> <a href="#">SDG-Based Management</a> <a href="#">Progress Towards our Materiality and KPIs</a></p>

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Governing purpose	<p><b>Purpose-led management</b> How the company's stated purpose is embedded in company strategies, policies and goals.</p>	<a href="#">SDG-Based Management</a> <a href="#">Progress Towards our Materiality and KPIs</a> <a href="#">Integrated Annual Report 2023</a> (P.44-45 Value Creation Cycle)
Quality of governing body	<p><b>Progress against strategic milestones</b> Disclosure of the material strategic economic, environmental and social milestones expected to be achieved in the following year, such milestones achieved from the previous year, and how those milestones are expected to or have contributed to long-term value.</p>	<a href="#">Progress Towards our Materiality and KPIs</a>
	<p><b>Remuneration</b></p> <ol style="list-style-type: none"> <li>How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy and long-term value.</li> <li>Remuneration policies for the highest governance body and senior executives for the following types of remuneration:                             <ul style="list-style-type: none"> <li>Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses and deferred or vested shares</li> <li>Sign-on bonuses or recruitment incentive payments</li> <li>Termination payments</li> <li>Clawbacks</li> <li>Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees</li> </ul> </li> </ol>	<a href="#">Integrated Annual Report 2023</a> (P.108-111 Executive compensation structure) <a href="#">ESG Data (Governance Data)</a> <a href="#">Remuneration, etc., for Officers</a>
Risk and opportunity oversight	<p><b>Economic, environmental and social topics in capital allocation framework</b> How the highest governance body considers economic, environmental and social issues when overseeing major capital allocation decisions, such as expenditures, acquisitions and divestments</p>	<a href="#">Corporate Governance Policy</a> <a href="#">Management Structure of Corporate Governance</a> <a href="#">Management System</a> <a href="#">SDG-Based Management</a>
<b>Planet</b>		
Theme	Core metrics and disclosures	Page References
Climate change	<p><b>Greenhouse gas (GHG) emissions</b> For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<a href="#">ESG Data (Environmental Performance Data)</a>
	<p><b>TCFD implementation</b> Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<a href="#">Response to Recommendations of the Task Force on Climate-related Financial Disclosures</a>
Nature loss	<p><b>Land use and ecological sensitivity</b> Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	Information unavailable. Will collect/ analyze information and work toward its disclosure.
Freshwater availability	<p><b>Water consumption and withdrawal in water-stressed areas</b> Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<a href="#">ESG Data (Environmental Performance Data)</a>

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Theme	Expanded metrics and disclosures	Page References
Climate change	<b>Paris-aligned GHG emissions targets</b> Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets initiative, if applicable. If an alternative approach is taken, disclose the methodology used to calculate the targets and the basis on which they deliver on the goals of the Paris Agreement.	<a href="#">Response to Recommendations of the Task Force on Climate-related Financial Disclosures</a> <a href="#">SOMPO Climate Action</a> <a href="#">Integrated Annual Report 2023</a> (P.88-93 Climate Action)
	<b>Impact of GHG emissions</b> Report wherever material along the value chain (GHG Protocol Scope 1, 2 & 3) the valued impact of greenhouse gas emissions. Disclose the estimate of the societal cost of carbon used and the source or basis for this estimate.	<a href="#">ESG Data (Reporting of Greenhouse Gases (GHGs))</a>
<b>People</b>		
Theme	Core metrics and disclosures	Page References
Dignity and equality	<b>Diversity and inclusion</b> Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	<a href="#">Key Initiatives (Employees - Diversity and Inclusion)</a> <a href="#">ESG Data (Social Performance Data)</a>
	<b>Pay equality</b> Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	<a href="#">ESG Data (Social Performance Data)</a>
	<b>Wage level</b> 1. Ratios of standard entry level wage by gender compared to local minimum wage. 2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	<a href="#">ESG Data (Social Performance Data)</a>
	<b>Risk for incidents of child, forced or compulsory labour</b> An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	<a href="#">Key Initiatives (Employees - Respect for Human Dignity and Rights)</a>
Health and well-being	<b>Health and safety</b> 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	<a href="#">ESG Data (Social Performance Data)</a> <a href="#">Key Initiatives (Employees - Wellness Management)</a>
Skills for the future	<b>Training provided</b> Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	<a href="#">ESG Data (Training &amp; Development Inputs)</a>

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Theme	Expanded metrics and disclosures	Page References
Dignity and equality	<b>Pay gap</b> 1. Mean pay gap of basic salary and remuneration of full-time relevant employees based on gender (women to men) and indicators of diversity (e.g. BAME to non-BAME) at a company level or by significant location of operation. 2. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	<a href="#">ESG Data (Social Performance Data)</a>
	<b>Discrimination and harassment incidents and the total amount of monetary losses</b> Number of discrimination and harassment incidents, status of the incidents and actions taken, and the total amount of monetary losses as a result of legal proceedings associated with: a) law violations; and b) employment discrimination.	<a href="#">ESG Data (Governance Data)</a>
	<b>Freedom of association and collective bargaining at risk</b> 1. Percentage of active workforce covered under collective bargaining agreements. 2. An explanation of the assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk, including measures taken by the organization to address these risks.	<a href="#">ESG Data (Social Performance Data)</a>
	<b>Human rights review, grievance impact and modern slavery</b> 1. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	<a href="#">Key Initiatives (Employees - Respect for Human Dignity and Rights)</a>
Health and well-being	<b>Employee well-being</b> 1. The number of fatalities as a result of work-related ill-health, recordable work-related ill-health injuries, and the main types of work-related ill-health for all employees and workers. 2. a) Percentage of employees participating in "best practice" health and well-being programmes, and b) Absentee rate (AR) of all employees.	<a href="#">ESG Data (Social Performance Data)</a>
<b>Prosperity</b>		
Theme	Core metrics and disclosures	Page References
Employment and wealth generation	<b>Absolute number and rate of employment</b> Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	<a href="#">ESG Data (Social Performance Data)</a>
	<b>Economic contribution</b> 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: <ul style="list-style-type: none"> <li>• Revenues</li> <li>• Operating costs</li> <li>• Employee wages and benefits</li> <li>• Payments to providers of capital</li> <li>• Payments to government</li> <li>• Community investment</li> </ul> 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	<a href="#">Investor Materials</a> <a href="#">ESG Data (Social Performance Data)</a>
	<b>Financial investment contribution</b> Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	<a href="#">Integrated Annual Report 2023</a> (P.145-148 Consolidated Financial Statements)

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Innovation of better products and services	<b>Total R&amp;D expenses</b> Total costs related to research and development.	<a href="#">IR Presentation—Progress of Mid-Term Management Plan (May 2023)</a> (P.14)
Community and social vitality	<b>Total tax paid</b> The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	<a href="#">Investor Materials</a>
Theme	Expanded metrics and disclosures	Page References
Employment and wealth generation	<b>Infrastructure investments and services supported</b> Qualitative disclosure to describe the below components: 1. Extent of development of significant infrastructure investments and services supported. 2. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. 3. Whether these investments and services are commercial, in-kind or pro bono engagements.	<a href="#">Key Initiatives (Stockholders / Investors - Our Response to the Stewardship Code)</a> <a href="#">Key Initiatives (Communities - Socially Beneficial Activity by Our Employees)</a> <a href="#">Key Initiatives (Communities - Contributing to Community through the Arts and Culture)</a> <a href="#">Key Initiatives (Communities - Support for Areas Affected by Major Disasters)</a>
	<b>Significant indirect economic impacts</b> 1. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. 2. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas).	<a href="#">SDG-Based Management</a> <a href="#">Key Initiatives (Customers)</a>
Innovation of better products and services	<b>Social value generated</b> Percentage of revenue from products and services designed to deliver specific social benefits or to address specific sustainability challenges	<a href="#">IR Presentation—“egaku” Strategy for Nursing Care and Senior Business (March 2023)</a> <a href="#">Integrated Annual Report 2023</a> (P.19 Key Financial Performance Indicators)
Community and social vitality	<b>Total Social Investment</b> Total Social Investment (TSI) sums up a company’s resources used for “S” in ESG efforts defined by CECP Valuation Guidance.	<a href="#">ESG Data (Amount of Contributions to Initiatives in FY2022)</a>
	<b>Total tax paid by country for significant locations</b> Total tax paid and, if reported, additional tax remitted, by country for significant locations.	<a href="#">Key Initiatives (Stockholders / Investors - Our Response to the Stewardship Code)</a>