

What Our Health and Productivity Management Aims to Achieve

SOMPO's Purpose

With "A Theme Park for Security, Health and 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

Protect people from future risks facing the society

Create a future society for healthy and happy lives

Foster the ability to change the future society with diverse talents and connections

Outcome

Financial Capital
 Social and Relationship Capital (e.g., brand value)
 Human capital (e.g., employee engagement*)
 Intellectual Capital (e.g., innovation)
 Natural Capital (e.g., business activities considering climate change and biodiversity)

Management Issues we want to solve through Health and Productivity Management (SOMPO Group Health Declaration)

Sompo Group values its contribution to society and ensures the highest quality services for customers' safety, security and health. To this end, we strive to provide healthy and happy lives for employees and their families.

- 1) We respect a sense of ownership; we support individual health activities that suit each employee's mission and work style.
- 2) We provide a place where people can express their diverse talents and strengths; we try to boost individuals' and organizations' productivity in a healthy working environment.
- 3) We contribute to the realization of a healthier and more energetic society by increasing employees' motivation and creating innovations.

Health-related final target indicators

*Examples are shown in parentheses.

Reduce absenteeism (e.g., absenteeism rate)

Improve presenteeism (e.g., WLQ-J score*)

Maintain and improve mental health (e.g., overall health risk)

Maintain and improve physical health (e.g., % of people with abnormal findings in health checkups, Body Mass Index maintenance rate)

Indicators related to employees' awareness and behavior

*Examples are shown in parentheses.

Improve lifestyle habits
 (% of people who exercise regularly, smoking rate)

Improve medical checkup rates
 (Regular health checkups, stress checks)

Promote New Work Style
 (% of remote work, % of participation in My Purpose-related workshops)
 *

Ensure an appropriate work environment
 (Total actual working hours, % of paid days off ("PDOs" taken))

Improve medical treatment status
 (% of complete checkups, % of specific health guidance implementation)

Investments in Health (Various measures)

Deliver messages

- Improve health literacy
- Deliver messages to the outside world
- Implement measures to boost employees' health literacy (e.g., e-learning, video distribution)

Various Approaches

- "Population Approach" for maintaining and improving health
- Establish a regular exercise environment
 - Improve dietary habits
 - Support women's health
 - Organize various other events

- "High-risk Approach" for disease prevention
- Provide health guidance and encourage re-examination
 - Follow up with people under high stress conditions
 - Non-smoking measures
 - Other disease prevention strategies (e.g., for those who are at risk of high blood pressure and high blood sugar)

Infrastructure development

- Establish a health investment framework
- Research / analyze Health and Productivity Management (e.g., Data Analytics in Health) and develop strategies
 - Work with physicians and medical specialists
 - Encourage checks, regular health checkups, various medical examinations, complete physical checkup

- Ensure a vibrant work environment
- Prevent overwork (reduce work hours, promote taking paid days off)
 - Promote "Work from Anywhere."
 - Promote 1-on-1 meetings to reinforce MY Purpose initiatives

"What Our Health and Productivity Management Aims to Achieve" will be reviewed and updated regularly in line with the Group's management strategies and practical results of health management measures.

*Productivity KPI, Materiality KPI