

What Our Health and Productivity Management Aims to Achieve

SOMPO's Purpose

For a future of health, wellbeing and financial protection

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)

Enhancing Engagement (boosting employee motivation and productivity)

Maintaining and promoting mental and physical health (overall health risks / check up abnormality rate / BMI maintenance rate)

Indicators related to employees' awareness and behavior

*Examples are shown in parentheses.

Engagement survey

(Improvement of organizational and workplace health)

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)

Approaches to mental health

- Providing line care training for managers
- Follow-up for high-stress individuals

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
- Elimination of harassment