

SOMPO Holdings Integrated Annual Report 2022



Group Management Philosophy

We will at all times carefully consider the interests of our customers when making decisions that shape our business. We will strive to contribute to the security, health, and wellbeing of our customers and society as a whole by providing insurance and related services of the highest quality possible.

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

- Protect people from future risks facing society
- Create a future society for healthy and happy lives
- Foster the ability to change the future society with diverse talents and connections

Everything we take to be the natural order of things can change in the blink of an eye. What we need to survive in such rapidly changing times is purpose to serve as our North Star.

When our employees' personal purpose—which we refer to as My Purpose—overlaps with SOMPO's Purpose, great power is created.

To create this great power, we in the Sompo Group once again face each and every employee, the source of our competitiveness. Employees who are driven by their intrinsic motivation are the driving force behind SOMPO's growth.

We strive to evolve into a powerful organization where employees respect each other and work with a sense of fulfillment and happiness.

Beyond this evolution, we are sure that inspiring challenges keyed by the intersection of diverse values will be awaiting us.

The innovation that emerges from each of these challenges will bear the hallmarks of SOMPO and create a great wave of change for society.

Our goal is to create a society in which every person can live a healthy, prosperous, and happy life in one's own way.

SOMPO's unique value creation originates with employees' My Purpose.



Preparing the Integrated Annual Report 2022

The preparation of this year's Integrated Annual Report began when the team responsible for preparing it revisited the essential question of what we want to say to shareholders, investors, and others who pick up this report and read it.

As a result of the team's fresh discussion on the topic, we set our goals for this report: to help our stakeholders understand SOMPO's character and strengths, and to touch upon our unique growth potential and expectations for realizing it.

In pursuit of these goals, this report is centered on the Value Creation Cycle that illustrates stories of growth toward the realization of SOMPO's Purpose that originate with our employees' My Purpose. Using the cycle, we present our strategies and specific initiatives, and also quote employees involved in the strategies and initiatives as to their views and how they engaged in co-creation with stakeholders. In addition to plainly stating facts, this report emphasizes the perspectives of pioneering and facing the future, and is structured such that information about employees' proactive, pioneering efforts based on their My Purpose is interweaved with the Company's theories, corresponding visions of the future, and more.

We sincerely hope that this report will help our stakeholders understand and empathize with SOMPO's distinct growth story and develop a sense of the expectations and potential of the Company, and also further spread the circle of co-creation with them toward realizing purpose.

Members of the Integrated Annual Report 2022 Editorial Team



Disclaimer

The information presented in this report includes future forecasts based mainly on the Sompo Group's management policies and plans. They are based on information available at the time of publishing. Accordingly, actual earnings and activity plans may be affected by the future operating environment.

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