

## Reference Information

### Information Disclosure

The Sampo Group has established a Basic Policy on Disclosure (<https://www.sampo-hd.com/en/company/disclosure/policies/>) as part of its efforts to disclose information in an appropriate and timely manner, so that customers, shareholders, investors, and other stakeholders can better understand the Group's management and other initiatives.

#### Corporate Website and Integrated Annual Report

The corporate website provides corporate data, information about Group businesses, information for shareholders and investors, and information about the Group's sustainability initiatives. News releases are also posted on the website in a timely manner. The English version of the website aims to provide a broad range of information to overseas readers.

#### Corporate website URL:

<https://www.sampo-hd.com/en>

In addition to the corporate website, the Company publishes the Sampo Holdings Integrated Annual Report in both Japanese and English, in order to provide easy-to-understand information about the Sampo Group, its management policies, and financial results.

#### Briefings for Investors and Analysts

The Company regularly holds briefings for investors and analysts. The presentation materials used in these briefings are made available to all interested parties on the Company's corporate website.

IR meetings are held twice a year and are, in principle, attended by the Group CEO and the senior management teams. These meetings involve presentations and Q&A sessions. Opportunities are also arranged for the senior management team, including the Group CEO, to take part in one-on-one discussions with domestic and overseas investors.

These discussions are an opportunity for the Company to appropriately explain its management policies and other topics to investors, and also provide the Board of Directors and the senior

management team with timely feedback about investor interests and concerns. This, in turn, contributes to the formulation of management strategies and the execution of operations.

#### Briefings and Meetings Held in Fiscal 2021




Briefings for institutional investors and analysts (IR meetings)	2 times
Financial results conference calls for institutional investors and analysts	2 times
Conferences sponsored by securities companies	7 times
One-on-one meetings with institutional investors	279 times
Information sessions for individual investors	4 times

#### Information related to sustainability in the Integrated Annual Report

As part of its strategies and initiatives, the Company discloses information related to the environment, society, and other sustainability topics that are key to improving corporate value in the Integrated Annual Report. For further information about sustainability, please visit our corporate website or refer to the Sustainability Report.  
<https://www.sampo-hd.com/en/csr/>

### Third-Party Recognition (Inclusion in ESG Indices)

(as of September 30, 2022)

<p>Dow Jones Sustainability Indices (World/Asia Pacific)</p> <p>Member of <b>Dow Jones Sustainability Indices</b> Powered by the S&amp;P Global CSA</p>	<p>FTSE4Good Index series</p> <p> FTSE4Good</p>	<p>FTSE Blossom Japan Index</p> <p> FTSE Blossom Japan</p>
<p>2022 Constituent MSCI Japan ESG Select Leaders Index</p> <p><b>2022 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX</b></p>	<p>MSCI ESG Leaders Indexes Constituent*</p> <p><b>2022 MSCI ESG Leaders Indexes Constituent</b></p>	<p>2022 Constituent MSCI Japan Empowering Women (WIN) Select Index</p> <p><b>2022 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)</b></p>
<p>S&amp;P/JPX Carbon Efficient Index</p> <p></p>		

\*The inclusion of Sampo Holdings in MSCI indices and the use of MSCI logos, trademarks, service marks, or index names does not mean that MSCI or its affiliates sponsors, recommends, or promotes Sampo Holdings. MSCI indices are the exclusive property of MSCI and the names and logos are trademarks or service marks of MSCI or its affiliates.

## Governance Member Endorsement of the Integrated Annual Report

### Publication of the Integrated Annual Report 2022

In May 2021, Sampo Holdings announced 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. Over the past year, the entire Group has engaged in various initiatives aimed at realizing this purpose. So that we can communicate these initiatives to our stakeholders in an easy-to-understand manner, this year's report centers on our "Value Creation Cycle."

The "Value Creation Cycle" is implemented by all Group companies so that they can create value in SOMPO's characteristic manner. It comprises three different paths: the "Route of Driving Force" (left), which fosters a culture that is driven forward by employees following their own My Purpose; the "Route of Existing Business" (bottom-right), which generates trust and empathy through the provision of high-quality services rooted in a desire for co-creation; and the "Route of New Value Creation" (top-right), which consists of both SOMPO's proprietary RDP business model and differentiation based on a data-driven digital transformation. Our "Purpose Management" seeks to realize sustainable growth by mobilizing these three paths to generate wide-ranging value.

This year's edition of the Integrated Annual Report focuses on the My Purpose of individual employees, without whom the Value Creation Cycle cannot start. By communicating stories that include the aspirations and thoughts of the employees who engage in various initiatives, we wanted to ensure that the reader would experience a sense of reality and energy, and also a feeling of expectation that SOMPO will realize its Purpose. It is imperative that the value generated by these initiatives is "unrealized financial value," which will contribute to future improvements in both financial and corporate value. The Sampo Group is embarking on the challenge of communicating the progress of its value creation and its Purpose Management. To this end, we are clarifying the impact paths and key levers that lead to future financial value—with a focus on human capital—and have started both setting and visualizing the progress of KPIs.

In fiscal 2021, we achieved record profits for the second year in succession. However, in order to ensure that this is not a fleeting success but instead contributes to sustainable growth, it is vital that we accelerate our Purpose Management. Inspired by My Purpose, we are trying to transform our corporate culture, in which challenges and innovation are generated in every aspect of our business through intrinsic motivation, and so accelerate the provision of SOMPO's unique value.

It is my hope that this report will facilitate constructive dialogue for a better future with all Sampo Group stakeholders.



Group Chief Sustainability Officer  
**Ryoko Shimokawa**

#### Editorial Policy

The Company prepared the Integrated Annual Report 2022 with reference to the International Integrated Reporting Framework\*1 and METI's Guidance for Collaborative Value Creation\*2. It provides easy-to-understand explanations about the capital and business models used in our value creation process, as well as the value we deliver to our stakeholders.

This report also serves as disclosure materials based on Article 271-25 of the Insurance Business Act and Article 210-10-2 of the Ordinance for Enforcement of the Insurance Business Act.

\*1 An international corporate reporting framework maintained by the Value Reporting Foundation, which enables companies to tell their short-, medium-, and long-term value creation stories.

\*2 Guidance developed by Japan's Ministry of Economy, Trade and Industry to encourage companies and investors to deepen mutual understanding through information disclosure and dialogue, thereby promoting collaborative value creation.

#### Group companies and departments involved in the creation of the Integrated Annual Report 2022

**Sampo Holdings:** Sustainable Management Department, Corporate Communications Department, Office of Group CEO, Office of Group CFO, Human Capital Department, Corporate Legal Department, Group Business Management Department, Digital and Data Strategy Department, Global Management Department, Innovation for Aging & Wellness Department, IT Strategy Planning Department, Secretarial Department, Accounting Department, Risk Management Department, Internal Audit Department, Audit Committee Office, New Business Management Department  
**Sampo Japan Insurance, Sampo International, Sampo Himawari Life Insurance, Sampo Care, Sampo Asset Management, FRESHHOUSE, Sampo Health Support, Saison Automobile and Fire Insurance Company, Sampo Japan DC Securities, Sampo Risk Management, Mysurance, Prime Assistance, Sampo Warranty, and Sampo Japan Partners**

