



April 23, 2019  
Sompo Holdings Inc.

## **Sompo Holdings Joins “30% Club Japan”**

Sompo Holdings Inc. (Kengo Sakurada, Group CEO and President: hereinafter “Sompo Holdings”) is pleased to announce that it supports the idea of the “30% Club” (i.e., a global campaign to improve gender balance in corporate senior management) and that Group CEO Kengo Sakurada has become a member of “30% Club Japan.”

### **1. What is 30% Club?**

The 30% Club is a global campaign that started in UK in 2010 to improve the gender balance in corporate senior management. This campaign has been rolled out into 13 countries/regions, making a significant contribution to gender diversification in corporate senior management.

“30% Club Japan” will initiate its full-fledged activities on May 1, 2019. They set out a clear vision: the gender diversification in top management will drive competitive edge of Japanese companies in the world stage, and help create a sustainable society in Japan. 30% Club Japan will be the platform for various organizations (e.g., companies, institutional investors, governments, media, professional firms and academic institutions) and accelerate corporate diversity in a comprehensive and efficient manner.



### **2. Gender Diversity Initiative at Sompo Holdings**

As demonstrated in the Group HR vision - improving diversity, our objective at Sompo Holdings Group is to become the group that values and respects the individuality and diversity of employees so that they can maximize their potential. As part of the women empowerment initiatives, we are strengthening the presence of women in the senior management. In addition, we are implementing programs focusing on the women empowerment, such as “Management Program for Women,” “Leadership Academy for Women,” and “Mirai Academy 28.” These programs aim at building a pipeline among a broad range of people from young generations to senior positions.

Given that a growing number of mothers are working and that fathers are increasingly participating in childcare, we think it is essential to create a workplace where both men and women can continue to work while achieving better work life balance. In this context, we established in-house nurseries in addition to pursuing flexible work style.

<Reference>

- The percentage of Sompo Holdings female executives<sup>1</sup> is 11% (as of April 2019).
- The percentage of group female management is 20.7% (as of April 2018; target percentage is 30% by the end of FY2020).

### **3. Going Forward**

Sompo Holdings Group believes that diversity is the essential management strategy that is indispensable for growth. We will continue to push forward with the women empowerment under the slogan – Diversity for Growth.

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<sup>1</sup> Executives: directors, audit & supervisory board members, executive officers