

March 3, 2020

Sompo Holdings, Inc.

Sompo Selected As a FY2019 Nadeshiko Brand

Sompo Holdings, Inc. (Kengo SAKURADA, Group CEO, Director, President and Representative Executive Officer: Hereinafter “Sompo Holdings”) has been selected as a “FY2019 Nadeshiko Brand,” co-sponsored by the Ministry of Economy, Trade and Industry (“METI”) and the Tokyo Stock Exchange (“TSE”) for its outstanding terms of encouraging the empowerment of women in the workplace.

1. Outline of the FY2019 Nadeshiko Brand

The “Nadeshiko Brand” is the initiative launched in 2012 by METI and TSE, which is designed to stimulate investment activities by acclaiming outstanding TSE-listed enterprises that promote women’s success in the workplace. Companies selected as the Nadeshiko Brand become



attractive to the investors who focus on mid- to long-term corporate value. This initiative also prompts companies to further push ahead with their efforts to empower women in the workplace.

This fiscal year, the Nadeshiko Brand companies were selected from the following perspectives; whether the company is implementing quality projects to boost women’s empowerment in order to achieve management success. The evaluations were conducted based on the results of the “Survey on Enterprises Encouraging Women’s Success in the Workplace.” Sompo Holdings has been selected for the three consecutive years.

2. Respondents of the Survey on Enterprises Encouraging Women’s Success in the Workplace

Sompo Holdings, Inc.

Sompo Japan Nipponkoa Holdings, Inc.

3. Our efforts

Highly evaluated initiatives and results include:

- ◆ Following the implementation of programs to encourage women’s success, one female executive officer and 10 general managers were appointed.
- ◆ A video tutorial was delivered to all the management (both male and female) to boost the awareness of “Unconscious Bias Diversity Management.”
- ◆ Forums for the employees on the childcare leave were carried out in four cities across the country; the

forums were designed to (i) enhance quick rehabilitation from childcare leave, (ii) promote networking among those who are on the childcare leave and (iii) ensure the bond with the company. The forums are boosting the flexibility in working practices so that people can keep working following childbirth and develop more independent career path.

4. Future Outlook

Sompo Group (hereinafter “the Group”) believes that Diversity is one of the most important management strategies - indispensable for corporate growth. With the slogan “Diversity for Growth,” the Group will continue to focus on Diversity through a number of initiatives including the women’s empowerment projects. We will strive to build a framework and create the work environment where a wider variety of people can demonstrate their strengths toward sustainable growth.

(Reference)

Please refer to the website for “Diversity for Growth” Initiatives practiced by Sompo Japan Nipponkoa Insurance, Inc.

http://www.sjnk.co.jp/company/diversity_dev/diversity/