

February 5, 2021
Sompo Holdings, Inc.

Sompo Holdings Joins “The Valuable 500”

Sompo Holdings, Inc. (hereinafter “Sompo Holdings”, representative: Kengo SAKURADA, Group CEO, Representative Director, President and Executive Officer) is positively committed to creating a rewarding workplace across the Group, where every employee can prove their diverse strengths to the maximum extent, regardless of nationality, gender or ability.

The Valuable 500 is the international activity that strives to empower people with disabilities. We agreed with their philosophy and hereby announce that we have joined The Valuable 500 to further drive our Diversity & Inclusion (hereinafter “D&I”) initiatives, including strengthening recruitment of people with disabilities.

1. The Outline of The Valuable 500

The Valuable 500 was founded in January 2019 by a social entrepreneur, Caroline Casey, at the World Economic Forum Annual Meeting (Davos 2019). The Valuable 500 aims to encourage business leaders to achieve innovation so that people with disabilities can demonstrate their potential to add value to businesses, society, and the economy. The Valuable 500 pursues support from 500 business leaders across the globe, who already have initiated disability inclusion efforts and those about to embark on such initiatives.

2. Sompo Group Commitment

(1) Basic Policies

We will position D&I as one of the essential business strategies for the growth of the Sompo Group; with “Diversity for Growth” as the slogan, we will establish a rewarding workplace where every employee can demonstrate their diverse strengths to the maximum extent.

We will offer job opportunities to people with disabilities in a stable manner; ensure that they can fully exhibit their abilities in their professional lives; aspire to create a new value as part of our D&I initiatives; promote employment for people with disabilities.

(2) Action and Commitment

Under the policies mentioned above, we will commit ourselves to the following actions:

1. We will ensure and improve the accessibility of people with disabilities regarding the various services provided by the Sompo Group. At the same time, we aspire to provide the highest quality services that contribute to security, health, and wellbeing.

2. Our management committees will set and promote the employment rate of people with disabilities.
3. We will focus on creating a workplace where people with disabilities can play an active role. Each of our business teams will appoint a member who will assist employees with disabilities to provide necessary support suited for the level of disability.
4. We aim at creating a workplace where employees of all fields, all levels, with various origins can work with no discrimination and maximize their abilities to the fullest extent. To this end, we will carry out D&I workshops, including understanding people with disabilities.
5. We will proactively announce that the Sampo Group is driving the job creation for people with disabilities.

3. Looking Ahead

With "Diversity for Growth" as its slogan, the Sampo Group drives D&I initiatives as one of its essential business strategies for the growth of the Group. D&I initiatives aim at (i) accepting and activating diversity in employees, (ii) increasing happiness for employees with a rewarding workplace, (iii) achieving sustainable growth for the Sampo Group, and (iv) ultimately boosting the corporate value.

The Sampo Group aspires to become the ideal Group of Talents who commonly shares three core values - D&I is such a core value. By positioning D&I as one of such core values, we will be further accomplishing innovation in synergy with the Sampo Workstyle Innovation.