



March 4, 2021

Sompo Holdings, Inc.

Sompo Holdings Selected "2021 Health & Productivity Stock"

Sompo Holdings, Inc. (Kengo Sakurada, Group CEO, Director, President, and Representative Executive Officer: Hereinafter "Sompo Holdings") has been selected for the 2021 Health & Productivity Stock Selection Program, jointly organized by the Ministry of Economy, Trade and Industry ("METI") and the Tokyo Stock Exchange ("TSE"). This program selects TSE-listed companies every year that strategically demonstrate their outstanding health and productivity management ("Kenkokeiei")¹. This is our third consecutive accreditation since 2019.

At the same time, twenty Sompo Group companies have been selected as "2021 Health & Productivity Management Outstanding Organizations (Large Enterprise Category)" or "2021 Health & Productivity Management Outstanding Organization (Middle and Small-sized Enterprise Category) under the program co-sponsored by METI and Nippon Kenko Kaigi. Out of the twenty companies, nine have been certified as "White 500,"² with one recognized as a "Bright 500."³

1. Outline of "Health & Productivity Stock," "White 500" and "Bright 500"

(1) Health & Productivity Stocks

A "Health & Productivity Stock" acknowledges a listed company that strategically demonstrates health and productivity management. This year marks the seventh year, and 48 companies have been selected from 29 industries.

<Our Group company selected this year>

Sompo Holdings Inc. **【for the third consecutive year】**



¹ The term Health and Productivity Management is a registered trademark of Nonprofit Organization Kenkokeiei.

² The program "2021 Certified Health & Productivity Management Outstanding Organizations Recognition (Large Enterprise Category)

³ The program "2021 Certified Health & Productivity Management Outstanding Organizations Recognition (Small and Middle-sized Enterprise Category)

(2) "White 500" and "Bright 500"

"White 500" is to acknowledge large enterprises that practice excellent health and production management in cooperation with insurers. The top 500 enterprises have been acknowledged as "White 500" since 2018.

"Bright 500" is to acknowledge and announce small and medium-sized enterprises that demonstrate excellent health and productivity management and deliver the importance of health and productivity management in the region/area. The top 500 enterprises are acknowledged as "Bright 500" starting in 2021.

<Our Group companies selected this year>

"White 500"

- Sompo Holdings, Inc.【for the fifth consecutive year】
- Sompo Japan Insurance, Inc.【for the fifth consecutive year】
- Sompo Himawari Life Insurance, Inc.【for the fifth consecutive year】
- Sompo Health Support, Inc.【for the fifth consecutive year】
- Sompo Communications, Inc.【for the third consecutive year】
- Sompo Japan Career Bureau, Inc. 【for the third consecutive year】
- Prime Assistance, Inc.【for the third consecutive year】
- Sompo Japan Partners Inc.【for the second consecutive year】
- Sompo Corporate Services Inc. 【the first recognition】

"2021 Health & Productivity Management Outstanding Organizations (Large Enterprise Category)"

- Sompo Risk Management, Inc.【for the fifth consecutive year】
- Sompo Business Services, Inc.【for the fifth consecutive year】
- Sompo Systems, Inc.【for the second consecutive year】
- Saison Automobile and Fire Insurance Company【for the second consecutive year】

"Bright 500"

- Wellness Communications Corporation【the first recognition】⁴

"2021 Health & Productivity Management Outstanding Organizations (SME Category)"

- Sompo Asset Management Co., Ltd. 【for the second consecutive year】
- Sompo Japan DC Securities Inc. 【the first recognition】
- Sompo Business Solutions Inc. 【the first recognition】
- Sompo Commercial Line Claims Support Inc. 【the first recognition】
- Sompo Credit Inc. 【the first recognition】
- Sompo Warranty Inc. 【the first recognition】

2. Our Efforts

Sompo Group believes that Happiness at Work is essential to the sustainable growth of companies and that excellent health and productivity management can enhance employees' wellbeing mentally and physically. The Group Management Philosophy focuses on the highest quality service that boosts customers' security, health, and wellbeing. Healthy lives for employees and their families drive us to embody this philosophy. This philosophy is clearly stated in Sompo Group Health Management Declaration as follows:

⁴ It has been selected as Health & Productivity Management Outstanding Organizations (SME Category) for the third consecutive year

<Sompo Group Health Management Declaration>

Sompo Group values its contribution to society and ensures the highest quality services for customers' safety, security and health. To this end, we strive to provide healthy and happy lives for employees and their families.

- ♦ "We respect a sense of ownership; we support individual health activities that suit each employee's mission and workstyle.
- ♦ We provide a place where people can express their diverse talents and strengths; we try to boost individuals' and organizations' productivity in a healthy working environment.
- ♦ We contribute to realizing a healthier and more energetic society by increasing employees' motivation and creating innovations."

More specifically, we focus on the following three points:

(1) Maintain and improve employee health

Utilizing our health data analysis expertise, we are implementing initiatives that suit each individual in cooperation with health insurance associations.

(2) Ensure an energetic work environment

We are promoting appropriate work hours and a work-from-anywhere approach along with Sompo Workstyle Innovation.

(3) Data health

In addition to the aforementioned health data analysis, we are working on the relationships between work hours and Presenteeism⁵ and analyze health conditions collected from wearable terminals, results of medical checkups, and statements of medical expenses.

3. Look Ahead

Going forward, we will be focusing on the following: (i) continue to enhance our leading-edge Data Health initiatives, (ii) visualize the effects of our continued measures for health issues via

⁵ Note: Presenteeism is defined as a loss caused by lower productivity arising from mental/physical health conditions.

data analysis, and (iii) promote Happiness at Work activities so that our employees can feel healthy - both physically and mentally. We will also (i) boost employees' health literacy, (ii) strengthen the synergies between Health and Productivity Management and the Group businesses, and (iii) contribute to resolving social issues through the highest quality service to our customers as a Theme Park for Security, Health, and Wellbeing.

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