



March 9, 2022

Sompo Holdings, Inc.

Sompo Holdings Selected as "2022 Health & Productivity Stock"

Sompo Holdings, Inc. (Kengo Sakurada, Group CEO, Director, President, and Representative Executive Officer: Hereinafter "Sompo Holdings") has been selected for the 2022 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 excellent health and productivity management ("Kenko-keiei").¹ This is our fourth consecutive accreditation since 2019.

At the same time, twenty two Sompo Group companies have been certified as "2022 Health & Productivity Management Outstanding Organizations (Large Enterprise Category)" or "2022 Health & Productivity Management Outstanding Organization (SME² Category)" under the program administered by METI and the Nippon Keiko Kaigi. Out of the twenty two companies, eleven have been recognized as "White 500."³

¹ The term Keko Keiei is a registered trademark of Nonprofit Organization Kenko-keiei.

² SME means small and medium-sized enterprises.

³ Top 500 companies are certified as "White 500" under the Certified Health & Productivity Management Outstanding Organizations Recognition Program (Large Enterprise Category).

1. Outline of "Health & Productivity Stock," "White 500," and "Health & Productivity Management Outstanding Organization (Large Enterprise and SME Categories)"

(1) Health & Productivity Stocks

A "Health & Productivity Stock" acknowledges a listed company that strategically demonstrates health and productivity management.

<Sompo Group company selected this year>

Sompo Holdings Inc. 【for the fourth consecutive year】



(2) "White 500" and "2022 Health & Productivity Management Outstanding Organization (Large Enterprise and SME Categories)"

"White 500" is the program that acknowledges 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.

"Health & Productivity Management Outstanding Organization (SME Category)" is the program that recognizes SMEs that demonstrate excellent health and productivity management and deliver the importance of health and productivity management.

<Sompo Group companies selected this year>

"White 500"

- Sompo Holdings, Inc.【for the sixth consecutive year】
- Sompo Japan Insurance, Inc.【for the sixth consecutive year】
- Sompo Himawari Life Insurance, Inc.【for the sixth consecutive year】
- Sompo Health Support, Inc.【for the sixth consecutive year】
- Sompo Communications, Inc.【for the fourth consecutive year】
- Sompo Japan Career Bureau, Inc. 【for the fourth consecutive year】
- Prime Assistance, Inc.【for the fourth consecutive year】

- Sompo Risk Management, Inc.【for the fourth time as White 500, for the sixth consecutive year as Health & Productivity Management Outstanding Organizations (Large Enterprise Category)】
- Sompo Business Services, Inc.【for the fourth time as White 500, for the sixth consecutive year as Health & Productivity Management Outstanding Organizations (Large Enterprise Category)】
- Sompo Japan Partners Inc.【for the third consecutive year】
- Sompo Corporate Services Inc. 【for the second consecutive year as White 500, for the third consecutive year as Health & Productivity Management Outstanding Organizations (Large Enterprise Category)】

“2022 Health & Productivity Management Outstanding Organizations (Large Enterprise Category) ”

- Sompo Systems, Inc.【for the third consecutive year, for the fourth time】
- Saison Automobile and Fire Insurance Company【for the third consecutive year】
- Sompo Care, Inc. 【the first recognition】

“2022 Health & Productivity Management Outstanding Organization (SME Category)”

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

2. Sompo Group’s Health Management Efforts

Sompo Holdings set up "SOMPO's Purpose" in May 2021, when it rolled out a new Medium-Term Management Plan. SOMPO's Purpose envisions a society where people enjoy healthy and enriched lives. This is what the Group pursues over a long-time span of 20-50 years through the concept "Theme Park for Security, Health, and Wellbeing." We believe that it is essential to

ensure that all employees are engaged and maintain physical and mental health to realize SOMPO's Purpose.

We are currently tackling "New Work Style" across the Group, aiming to boost a self-directed work style. Employees are encouraged to get motivated by having "My Purpose 1-on-1" dialogues with supervisors with a focus on "My Purpose." ⁴

New Work Style positions Health and Productivity Management as one of its strategies. We work to improve health literacy, maintain and promote health, prevent diseases, and ensure an energized work environment. In addition, we are working to improve employee job satisfaction and productivity by enhancing KPIs related to Health and Productivity Management, such as Presenteeism. ⁵

3. Looking Ahead

Going forward, we will be focusing on the following:

- Continue to promote activities that improve employee engagement and mental/physical health.
- Strengthen and disseminate Health and Productivity Management.
- Contribute to resolving social issues.

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⁴ My Purpose refers to the aspiration and personal path in our lives. We look at our lives and career paths from three different perspectives, which are WANT (internal motivation), MUST (social responsibility), and CAN (the abilities you have). The overlap of these perspectives is called My Purpose, which motivates us.

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