

October 25, 2022
Sompo Holdings, Inc.

Sompo Holdings Publishes Annual Report 2022

Sompo Holdings, Inc. (Group CEO Chairman and Representative Executive Officer: Kengo Sakurada, hereinafter "Sompo Holdings") today announced its publication of the Annual Report 2022.

The report presents the Sompo Group's initiatives to "create a society in which every person can live a healthy, prosperous and happy life in one's own way," while conveying the progress of SOMPO's Purpose Management and raising expectations for its medium- to long-term growth.

Specifically, the report focuses on the Value Creation Cycle that illustrates the paths toward the realization of SOMPO's Purpose and how Sompo Holdings is creating a wide range of values through the cycle in an easy-to-understand manner.

Through the report, we hope to provide all stakeholders, including customers, shareholders, investors, and partners of the Sompo Group, with an understanding of our growth potential and build trust in our ability to realize it, while inviting them to a constructive dialogue for enhancing our corporate value over the medium to long term.

[Key Highlights of the Annual Report 2022]

(1) Structure centered on the Value Creation Cycle

Centering on the Value Creation Cycle that consists of three paths namely the Route of Driving Force, the Route of Existing Business, and the Route of New Value Creation, the report illustrates how we are generating a wide range of values by mobilizing the three paths.

(2) Focus on individual employees' My Purpose as the starting point for Purpose Management

Since the individual employees' My Purpose, such as their aspirations and thoughts, is the starting point of SOMPO's Purpose Management, the report focuses on the initiatives to realize Purpose Management as well as the My Purpose of individual

employees engaging in such initiatives, to convey our energy and ability to realize SOMPO's Purpose.

(3) Improving Unrealized Financial Value - visualizing the impact path of human capital

The report aims to visualize the Unrealized Financial Value*, which is the value that leads to improving both financial or corporate value in the medium to long term, including human capital, as a way for readers to understand the progress of SOMPO's Purpose Management.

***Unrealized Financial Value**

Value that is not shown on financial statements is generally called “non-financial value,” but we call it “unrealized financial value” because we believe such items will lead to financial and corporate value in the medium to long term.

(4) Tripartite and roundtable discussions with outside directors and management members

The Purpose Management and governance sections feature tripartite and roundtable discussions among outside directors with relevant expertise and the management members of Sompo Holdings. By containing the real voices of the management members in the report, we seek to convey our determination to achieve SOMPO's Purpose and the lively spirit that prevailed in these discussions.

[Annual Report 2022] (Sompo Holdings official website)

<https://www.sompo-hd.com/en/ir/data/annual/>

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