

November 14, 2024

Sompo Holdings, Inc.

Sompo Japan Insurance Inc.

Sompo Himawari Life Insurance Inc.

Sompo Care Inc.

**Gold Award and Rainbow Accreditation in PRIDE Index 2024,
an index of corporate initiatives for LGBTQ+
- Expressing Support for Marriage Equality**

We are pleased to announce that Sompo Holdings, Inc. (Group CEO, Director, President, and Representative Executive Officer: Mikio Okumura; hereinafter “Sompo Holdings”) , Sompo Japan Insurance Inc. (President and Representative Director: Koji Ishikawa; hereinafter “Sompo Japan”) and SOMPO Himawari Life Insurance Inc. (President and Representative Director : Yasuhiro Ooba; hereinafter “Sompo Himawari Life Insurance”) have been honored with the Gold Award in the PRIDE Index 2024^{*1}. Sompo Japan has received the Gold Award for six consecutive years, and has also earned its first-ever Rainbow Accreditation, which recognizes companies that promote advanced initiatives among companies that have received the Gold Award. No company in Japan's property and casualty insurance industry has yet received the Rainbow Accreditation.

Furthermore, Sompo Holdings, Sompo Japan, and Sompo Care Inc. (President and CEO: Takamitsu Washimi; hereinafter “Sompo Care”) have expressed their support for the Business for Marriage Equality (BME) campaign, which advocates for the legalization of same-sex marriage in Japan.

^{*1} This recognition was granted by Work with Pride, a private organization in Japan dedicated to promoting diversity management for sexual minorities (hereinafter “LGBTQ+”).

1. Gold Award and Rainbow Accreditation

Sompo Holdings, Sompo Japan and Sompo Himawari Life Insurance have been honored with the Gold Award in the PRIDE Index 2024. This award recognizes these companies for fulfilling all five evaluation criteria^{*2} for LGBTQ+ initiatives.

^{*2} The five criteria: 1. Policy 2. Representation 3. Inspiration 4. Development 5. Engagement / Empowerment.

Additionally, Sompo Japan has earned the Rainbow Accreditation, as a “Gold” award-winning company for the following collective impact-type initiatives^{*3}.



Gold in the PRIDE Index 2024
Sompo Holdings (first time)
Sompo Japan (Sixth consecutive year)
Sompo Himawari Life Insurance (first time)



Rainbow in PRIDE Index 2024
Sompo Japan (First in the industry)

*3 Each year, Sompo Japan sends LGBTQ+ employees to workshops held in Akita Prefecture. Organized in partnership with a nonprofit organization, these workshops are designed to foster a more equitable society. Through this initiative, Sompo Japan actively promotes awareness and understanding of LGBTQ+ issues.



2. Expressing Support for BME

Sompo Holdings, Sompo Japan, and Sompo Care have declared their support for the *Business for Marriage Equality (BME)* campaign.

BME is a collaborative initiative organized by a public interest foundation, *Marriage For All Japan (MFAJ)*, a non-profit organization *Lawyers for LGBT & Allies Network (LLAN)*, and a certified NPO *Nijiuro Diversity*. This campaign highlights companies advocating for marriage equality, including the legalization of same-sex marriage.

3. Future Aspirations

The Sompo Group recognizes Diversity, Equity, and Inclusion (DEI) as a key initiative essential to its long-term growth.

We are dedicated to fostering a culture of DEI where the unique values of every employee are respected, regardless of gender, disability, nationality, or age. Our aim is to create an environment in which individuals with diverse perspectives, experiences, and values can thrive. By doing so, we aspire to cultivate a truly inclusive DEI culture that not only embraces change but also drives the creation of new value.

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