

June 3, 2025
Sompo Holdings, Inc.
Sompo Japan Insurance Inc.

**Formulation of the “Sompo’s Work Styles and Workplaces” Principle
- Relocating Group Head Office Functions as the First Step Toward Realizing the Principle -**

Sompo Holdings, Inc. (Group CEO and President: Mikio Okumura, hereinafter “Sompo Holdings”), aims to continuously provide outstanding services to customers and society and drive sustained enhancement in its corporate value even amid a business environment that is rapidly changing day by day. To this end, Sompo Holdings has established “Sompo’s Work Styles and Workplaces” as a Group-wide principle for officers and employees who play a critical role in these endeavors.

In addition, as a precedent for giving concrete form to the “Sompo’s Work Styles and Workplaces” principle, Sompo Holdings and Sompo Japan Insurance Inc. (President and CEO: Koji Ishikawa, hereinafter “Sompo Japan”) have decided to relocate part of their head office functions to Toranomon Alcea Tower in February 2027 (planned) and to designate it as the Group Head Office.

1. Sompo’s Work Styles and Workplaces

Amid major changes in the business environment surrounding the Sompo Group, including changes in domestic and overseas economies and markets, population decline, climate change, and increasingly complex geopolitical risks, the Sompo Group has been implementing culture change, along with boldly steering itself toward specific business model and operational changes.

The Group seeks to drive sustained enhancement in corporate value by steadily advancing the “Sompo P&C” and “Sompo Wellbeing” domains beyond the boundaries of operating companies through the implementation of work styles and creation of workplaces that have both agility and flexibility. To do so, the Group has defined the “Sompo’s Work Styles and Workplaces” principle, as set forth below.

By instilling and applying this principle throughout the Group, we will enable each officer and employee to better demonstrate their abilities. Furthermore, by fully leveraging these abilities as an organization, we aim to increase our resilience to change and realize value creation (“increase resilience” and “connect with customers and deliver connected services”) through the co-creation of Group businesses.

<Sompo’s Work Styles and Workplaces>

Starting with an office environment that has both the agility and flexibility needed to address environmental changes, and that promotes communication and fosters co-creation and innovation based on work style diversity, we will accelerate and give concrete form to rapid decision-making, efficiency and productivity, resilience, and value creation.

2. Relocation of Group Head Office Functions

To give concrete form to “Sompo’s Work Styles and Workplaces” as a precedent, we will relocate Group Head Office functions to an office environment with a high degree of freedom.

The departments to be relocated will consist of certain corporate departments of Sompo Holdings and Sompo Japan. By co-locating them in the same office, we aim to strengthen collaboration. (The registered head office will remain at the current head office building in Shinjuku, with the move treated as a functional relocation.)

The relocation site will be Toranomon Alcea Tower, which offers an excellent office environment and location. It also boasts superior disaster resilience features, including seismic resistance and

emergency power sources, serving as a community hub for healthcare and disaster readiness.

We will foster co-creation by adopting an open-plan layout that enhances both the quality and quantity of communication.

In addition, this building is within walking distance of Kasumigaseki Building, a key hub for the Sampo Group and the base for “Sampo Wellbeing.” Its location is therefore well suited to the co-creation of Group businesses.

Property name	Toranomon Alcea Tower https://www.nskre.co.jp/company/news/2025/20250213.html
Location	105, Toranomom 2-chome, Minato-ku, Tokyo
Access	3-minute walk from Toranomom Hills Station on the Hibiya Line (directly connected) 3-minute walk from Toranomom Station and 5-minute walk from Tameike-sanno Station on the Ginza Line 8-minute walk from Sampo Holdings' Kasumigaseki Building
Leased floors	Two floors on 25F and 26F; floor area of approx. 2,000 tsubo (6,612 m2 or 71,166 ft2)
Relocation scale	Approx. 700 individuals (part of the corporate departments of Sampo Holdings and Sampo Japan)



Toranomon Alcea Tower
(Image provided by the building developer)

3. Future Direction of the Group Head Office

In 2027, we will first relocate part of the corporate departments of Sampo Holdings and Sampo Japan. We will continue to review the overall head office structure for the entire Group, including the head office building in Shinjuku.

By implementing Sampo's Work Styles and Workplaces, we aim to realize Sampo's Purpose: For a future of health, wellbeing and financial protection.

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