

July 1, 2025

Sompo Holdings, Inc.

Sompo Health Support Inc.

## **Launch of “wellbio Biz” Service that Supports Balancing Work with Nursing Care**

Sompo Holdings, Inc. (Group CEO, Director, President and Representative Executive Officer: Mikio Okumura, hereinafter “Sompo Holdings”) and Sompo Health Support Inc. (President and Representative Director: Masaaki Kano, hereinafter “Sompo Health Support”) have developed a new service named “wellbio Biz”<sup>\*</sup> for companies. This service supports balancing work with nursing care, and contributes toward preventing employees from resigning owing to nursing care and improving corporate productivity. Sompo Health Support will start to provide this service on July 1, 2025.

<sup>\*</sup> This service is available to companies with more than 1,000 regular employees.

### **1. Background and Purpose**

As the declining birthrate and aging of the population accelerate, the working population is reducing and aging simultaneously, and the shortage of human resources at companies becomes more severe.

Furthermore, following an increase in the number of dual-income households, the number of employees who assume the responsibility of providing nursing care to family members (working carers) is also increasing, making it more difficult for them to balance nursing care with work. As a result, problems have surfaced such as an outflow of human resources from companies for nursing care, leading to the decline in labor productivity. In the wake of this situation, the Japanese government has formulated the Guidelines for Business Owners on Supporting Work and Nursing Care Balance of Employees and taken other actions to promote supporting work and nursing care balance at companies.

The Sompo Group has so far cultivated know-how in the areas of nursing care and KENKO Investment for Health. Using that know-how, Sompo Holdings and Sompo Health Support developed “wellbio Biz” to comprehensively support the efforts of companies to prevent employees from resigning for elderly care, and maintain or improve productivity. Through offering this service, the two companies will contribute toward the realization of a society where employees can continue to work with peace of mind.

### **2. Overview of “wellbio Biz”**

“wellbio Biz” is a service that supports employees in balancing their work with nursing care. This packaged service also complies with the Guidelines for Business Owners on Supporting Work and Nursing Care Balance of Employees by the Ministry of Economy, Trade and Industry’s, and the revision to the Act on Childcare Leave, Caregiver Leave and Other Measures for the Welfare of Workers Caring for Children or Other Family Members, by the Ministry of Health, Labour and Welfare. As such, it will support the initiatives of each company.



(1) Provision of information:

The service provides contents integrating information concerning basic knowledge and support systems on nursing care.

(2) Situational surveys:

Surveys are conducted to understand employees' nursing care situations and needs.

Employees' nursing care situations are visualized to help understand future risks and study potential measures.

(3) Seminars:

Online seminars regarding support for balancing work with nursing care are held under this service.

(4) Video contents:

There are short videos for learning about nursing care.

(5) Online community:

The service offers an online community that serves as a place for mutual support where participants can share nursing care-related problems and information.

(6) Consultation hotlines:

There are separate online consultation hotlines by professionals, such as nurses and nursing care support specialists.

### 3. Future Initiatives

Through the provision of "wellbio Biz," Sampo Holdings and Sampo Health Support promote support for balancing work with nursing care at companies and contribute toward preventing employees from resigning for nursing care and improving productivity.

Going forward, in order to support more companies and employees besides large companies, the two companies will consider the provision of easy-to-implement plans also for small and medium-sized companies.

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