



March 2, 2020  
Sompo Holdings, Inc.

## Sompo Holdings Selected As a “2020 Health & Productivity Stock”

Sompo Holdings, Inc. (Kengo Sakurada, Group CEO, Director, President and Representative Executive Officer: Hereinafter “Sompo Holdings”) has been selected as a “2020 Health & Productivity Stock”, co-sponsored by the Ministry of Economy, Trade and Industry (“METI”) and the Tokyo Stock Exchange (“TSE”) for its outstanding health and productivity management<sup>1</sup>. Following last year, this is the second consecutive year to be selected.

At the same time, twelve companies in the Sompo Group (hereinafter “the Group”) have been selected and recognized as “Health & Productivity Management Outstanding Organizations (Large Enterprise Category)”, and eight of them have been certified as “White 500” companies, under the program titled “2020 Certified Health & Productivity Management Outstanding Organizations Recognition (Large Enterprise Category)” conducted by METI in collaboration with Nippon Kenko Kaigi.

### 1. “Health & Productivity Stock” , “White 500” and “Health & Productivity Management Outstanding Organizations (Large Enterprise Category)”

The “Health & Productivity Stock” is given to an outstanding TSE-listed enterprise that strategically carries out health and productivity management efforts to manage employee health. This is the sixth year, and 40 companies have been selected from 30 industries.

The selected company in the Group:

- Sompo Holdings, Inc. 【for the second consecutive year】



<sup>1</sup> The term “health and productivity management” is a registered trademark of the Workshop for the Management of Health on Company and Employee.

“White 500” is to acknowledge large enterprises that strategically carry out efforts in cooperation with an insurer to manage employee health.

This is the fourth year, and only top 500 companies have been recognized as “White 500” this year.

Selected companies in the Group:

**“White 500”**

- Sampo Holdings, Inc. 【for the fourth consecutive year】
- Sampo Japan Nipponkoa Insurance, Inc. 【for the fourth consecutive year】
- Sampo Himawari Life Insurance, Inc. 【for the fourth consecutive year】
- Sampo Health Support, Inc. 【for the fourth consecutive year】
- Sampo Communications, Inc. 【for the second consecutive year】
- Prime Assistance, Inc. 【for the second consecutive year】
- Sampo Japan Nipponkoa Career Bureau, Inc. 【for the second consecutive year】
- Sampo Japan Nipponkoa Insurance Services, Inc. 【for the first consecutive year】

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

- Sampo Risk Management, Inc. 【for the fourth consecutive year】
- Sampo Business Services, Inc. 【for the fourth consecutive year】
- Sampo Systems, Inc. 【for the fourth consecutive year】
- Sampo Building Management, Inc. 【the first recognition】

## **2. Our Efforts**

The Group’s ultimate goal is to achieve excellence that contributes to “security, health and wellbeing”. To this end, we believe that it is essential to take care of the health and wellbeing of our employees and their family. The Group’s Policies also focus on employee health, which for example emphasize, “we shall secure a vigorous work environment by actively maintaining and promoting employee health.” Based on this principle and policy, we are implementing a variety of group-wide initiatives that help maintain and promote the health and wellbeing of employees.

### **(1) Initiatives to maintain/promote employee health**

In order to maintain and promote the health and wellbeing of employees, each Group company is implementing various initiatives based on the individual’s health conditions.

Sompo Japan Nipponkoa Insurance, Inc. (hereinafter “Sompo Japan Nipponkoa Insurance”) puts particular focus on “high blood sugar levels” from the results of past health checkups, broadly shares the employees’ health status and provides helpful information in the “Health Report”. Sompo Japan Nipponkoa Insurance promotes improvement of blood sugar levels through various activities with the original catch-phrase and character.

Sompo Himawari Life Insurance, Inc. (hereinafter “Sompo Himawari Life Insurance”) provides free wearable terminals to all employees. Employees check own daily data (e.g., the number of steps, heart rate, calories consumed, hours of sleep) to enhance their health awareness. Sompo Himawari Life Insurance is also trying to boost awareness of exercise, for examples (i) hosts an inter-division competition, where people from different departments compete by the average number of steps, and (ii) organizes overnight Kurort Program<sup>2</sup> encouraging the participation of all employees.

## **(2) Ensure vigorous work environment**

The Group believes that ensuring vigorous work environment will help (i) maintain employee health, (ii) improve productivity and (iii) ultimately lead to sustainable corporate growth. To attain the purpose, each group company is working on the realization of various work style reforms (e.g., optimizing work hours, encouraging teleworking, shift work and taking annual paid leave).

Sompo Japan Nipponkoa Insurance conducts employee awareness surveys on a regular basis. This is to measure the level of activity of both employees and the organization. Sompo Japan Nipponkoa Insurance then visualizes the results of such surveys by department and division, by combining the actual work hours and the results of stress checks. Based on the visualized results, each department and division is promoting initiatives to boost employee satisfaction and to further revitalize the organization.

## **(3) Data Health**

The Group is working on Data Health by utilizing health data analysis provided by its Group company, Sompo Health Support, Inc. (hereinafter “Sompo Health Support”), and in cooperation with health insurance associations.

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<sup>2</sup> The Kurort Program is a health program that takes place in a natural environment/at a health resort with hot springs.

Sompo Japan Nipponkoa Insurance accumulates data (e.g., lifestyle practices) using the results of employee medical checkups and stress checks. Sompo Japan Nipponkoa Insurance is working on the analysis on the relationships between work hours and Presenteeism.<sup>3</sup>

Sompo Himawari Life Insurance is making an effort to evolve the Data Health. For examples, Sompo Himawari Life Insurance analyzes data on health conditions collected from (i) wearable terminals, (ii) results of medical checkups and (iii) statements of medical expenses.

### **3. Future Outlook**

We will be further utilizing “Health and Productivity Management Promotion and Support Services,” provided by Sompo Health Support. At the same time, we will deliver the effects of our initiatives, internally and externally, in cooperation with health insurance associations. By strengthening customer support, we will be further contributing to the penetration of health and productivity management.

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<sup>3</sup> Presenteeism is defined as a loss caused by lower productivity arising from mental/physical health conditions.