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SOMPO's Capital as a Source of Competitiveness Capital

Over our 130-year history, we have accumulated numerous capital assets that serve as the source of our competitiveness.

We will combine our stable revenue base and diverse capital built on relationships of trust with a variety of

stakeholders to create value that only SOMPO can offer. Our 74,000 employees, each motivated by their own My Purpose, are the driving force for our Value Creation Cycle, which we are using to achieve sustainable growth and realize SOMPO's Purpose.

Capital

Financial capital

Social and relationship capital

> Human capital

Intellectual capital

> **Natural** capital

Input

- · Ability to generate cash flow, mainly from domestic P&C insurance, enabling the Group to make growth investments
- Sound financial base and ample room for growth
- ¥2.824.8 billion
- Trust and responsibility cultivated through our 130-year history
- Customer base of roughly 20 million
- Networking with diverse stakeholders

- Alliance under the Glasgow Financial Alliance for Net Zero (GFANZ),
- Group of people who share the three core values that are realized through new work
- · A corporate culture unafraid of change
- Environment enabling use of cutting-edge technologies

SOMPO Digital Lab: Global trilateral structure

- High-volume, high-quality real data accumulated from diverse lines of business
- Advanced problem-solving ability for



- Gross revenue: ¥3,677.5 billion

Adjusted consolidated net assets:

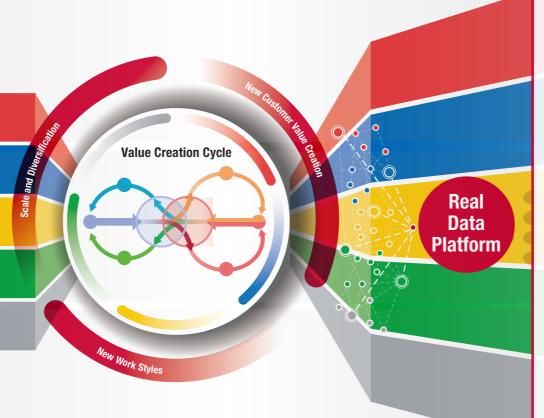
- <Leading examples of collaboration> Palantir; Tier IV, Inc.; National Institute of Advanced Industrial Science and Technology; Institute for Advanced Biosciences, Keio
- University; and others

 Participation in international initiatives> (see p. 101)

 Partnership for Carbon Accounting Financials (PCAF), the Net Zero
- Digitally capable human resources to accelerate DX

Future Care Lab in Japan: R&D on new nursing care

- converting social issues into business opportunities



Outcome

- · Achieved sustainable growth
- Adjusted consolidated profit: ¥261.3 billion
- · Maintained and improved capital efficiency to meet shareholder expectations

Adjusted consolidated ROE: 9.4%

• Diversified to underpin earnings stability Risk diversification ratio: 41.1%

Overseas business ratio: 23.7%

• Made contributions to society in the form of infrastructure that supports daily life

Net claims paid: ¥1,584.3 billion

Number of nursing care recipients: 90,000

- Enhanced brand power: Brand value: US\$605 million*1
- Increased presence through engagement in international initiatives Attended 7 WEF annual meetings in Davos
- Producing employees who are motivated by their My Purpose Goal: Completion of My Purpose training by all eligible participants by FY2023 Result: 66% have undergone training for domestic P&C insurance, domestic life insurance, and nursing care & seniors business
- Enhanced diversity of human resources as a source of innovation Ratio of female employees in management positions: 26.8%
- Improved employee job satisfaction and happiness Goal: Achieve average Gallup Q12 target by FY2023 (Japan: 3.70 pts, Overseas: 4.10 pts)

Result: Japan: 3.46 pts, Overseas: 4.02 pts

- Proactively invested in digital technology and leveraged industry-government-academia collaboration to deliver innovation
- Enhanced our lineup of products and services that underpin customers' security, health, and wellbeing Newly developed insurance products, riders, and services in FY2021: 46*2
- · Reduced the burden of nursing care and contributed to a sustainable aging society

Goal: Introduce future nursing care models in 258 facilities by FY2023

• Contributed to the creation of a green society in which the economy, society, and environment exist in harmony

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Greenhouse gases (GHG)

Reduction target

Scope 1/2/3 (Category 1-14)

2030: 60% reduction (Compared to FY2017 levels)

Scope 3 (Category 15: Investments)

2025: 25% reduction (Compared to FY2019 levels)

2050: Net zero

*Actual figures for FY 2021 unless otherwise noted

Sompo Holdings, Inc. Integrated Annual Report 2022 Sompo Holdings, Inc. Integrated Annual Report 2022

^{*1} Based on a survey by Interbrand Japan, Inc.

^{*2} Simple aggregate of the number of newly developed products, services and riders released by Sompo Japan and Sompo Himawari Life in FY2021