

5 February, 2014
Sompo Japan Insurance Inc.
Nipponkoa Insurance Co., Ltd.

Final Report Meeting of Employee Dispatch Pro Bono Program 2013 for the Great East Japan Earthquake

Sompo Japan Insurance, Inc. (President: Kengo Sakurada; hereinafter: “Sompo Japan”) and Nipponkoa Insurance Co., Ltd. (President: Masaya Futamiya; hereinafter: “Nipponkoa”) held a meeting to present the final report on the Employee Dispatch Pro Bono Program on Monday, December 16, 2013.

The meeting was attended by around 180 employees and other people involved. Dispatched employees presented reports on their activities and a panel discussion was held with experts to share their insights and knowledge with participants.

1. Overview of the Employee Dispatch Pro Bono Program

Assistance needed for the reconstruction effort in disaster-affected areas has shifted from short-term volunteer work to mid- to long-term support with growing demand for corporate human resources with management skills and experience.

This fiscal year, Sompo Japan and Nipponkoa together dispatched a total of nine employees in a ten-day program for four times starting from Monday, July 29 to Friday, October 18, 2013, to Minamisoma Solar Agripark. A community-group was established on Facebook this fiscal year to allow employees who do not work on-site to take part in the program by sharing information on the status of activities with them.

(Refer to)

http://www.sompo-japan.co.jp/~media/SJcms/english/news/2013/e_20130726_1.pdf

2. Details of the Final Report Meeting

Part 1: Report from dispatched employees

In Part 1, members who took part in the program gave relay-style presentations on the activities being carried out on-site. Dispatched employees helped run hands-on learning programs and a summer school at Minamisoma Solar Agripark, and strived to solve problems through communication with organization representatives and local staff. Specifically, these activities included initiatives to review and improve work sheets used to supplement hands-on learning programs, prepare documents to apply for

subsidies, propose plans for promoting the ownership of solar panels, survey and cultivate local partners, propose, plan, and participate in local events, etc.

Dispatched employees commented: “We tried to propose the establishment of tools and projects that can continue to be used even after we leave”; “We were able to hone our skills in communicating with people with different views through discussions to find optimal solutions.”

Part 2: Panel discussion

In Part 2, Executive Director Haruo Miyagi of the NPO, ETIC and CEO Hideto Kawakita of IIHOE held a panel discussion. In the panel discussion they talked about how their experience and knowledge as corporate people have contributed to the organization, what they found rewarding about working on-site, how they plan to make use of this experience at their companies in the future, etc.

Dispatched employees reported: “We were able to apply and make use of the monitoring functions of the call center and our knowhow on the feedback method”; “Unlike our normal daily routine, we had to start from square one by identifying our own issues on-site. Our hypotheses were often overturned, but the process of moving on to the next step was always a new experience, which was motivating”; “I was able to gain first-hand experience of the speed with which the representative of the organization operates in supporting reconstruction efforts, and the spirit of tackling new issues with passion, and it has inspired me to engage in my daily work with the same kind of attitude.”

3. About Future Activities

Sompo Japan and Nipponkoa will continue to support reconstruction efforts in the future, in accordance with on-site needs.



[Part 1: Presenting reports on activities]



[Part 2: The panel discussion]