

May 20, 2022

To whom it may concern:

Company Name: Sampo Holdings, Inc.
Representative: Kengo Sakurada, Group CEO, Director,
Chairman and Representative Executive Officer
(Securities Code: 8630, Prime Market of the TSE)
Contact: Shu Nakamura
Manager, Corporate Communications Department
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(Summary) Notice of Change in Executive Officers

Sampo Holdings, Inc. announces as described below that it has determined the candidates for Directors to be submitted to the 12th Annual General Meeting of Shareholders to be held on June 27, 2022 as well as the candidates for the members of each Committee, Senior Vice Presidents and Executive Officers, and Senior Vice Presidents, etc. to be submitted to a meeting of its Board of Directors following the General Meeting of Shareholders.

1. Candidates for Directors (to be submitted to the Annual General Meeting of Shareholders)

【Effective June 27, 2022 (plan)】

(New Title)	(Name)	(Current Title)
Group CEO Director Chairman and Representative Executive Officer	Kengo SAKURADA	Group CEO Director Chairman and Representative Executive Officer
Group COO Director President and Representative Executive Officer	Mikio OKUMURA	Group COO President and Representative Executive Officer
Director (Outside Director)	Scott Trevor DAVIS	Director (Outside Director)
Director (Outside Director)	Naoki YANAGIDA	Director (Outside Director)
Director (Outside Director)	Isao ENDO	Director (Outside Director)
Director (Outside Director)	Hideyo UCHIYAMA	Director (Outside Director)
Director (Outside Director)	Kazuhiro HIGASHI	Director (Outside Director)

(New Title)	(Name)	(Current Title)
Director (Outside Director)	Takashi NAWA	Director (Outside Director)
Director (Outside Director)	Misuzu SHIBATA	Director (Outside Director)
Director (Outside Director)	Meyumi YAMADA	Director (Outside Director)
Director (Outside Director)	Kumi ITO	Director (Outside Director)
Director (Outside Director)	Masayuki WAGA	(New Appointment)
Director	Toshihiro TEJIMA	Director
Director	Satoshi KASAI	(New Appointment)

2. Directors Scheduled to Resign

【Effective June 27, 2022 (plan)】

	(Name)	(Current Title)
Resignation	Shinji TSUJI	Director

3. Candidates for Committee Members (to be submitted to the Board Meeting following the General Meeting of Shareholders to be held on the same day)

【Effective June 27, 2022 (plan)】

(1) Nomination Committee

Director (Outside Director)	Scott Trevor DAVIS	
Director (Outside Director)	Kazuhiro HIGASHI	
Director (Outside Director)	Takashi NAWA	
Director (Outside Director)	Meyumi YAMADA	
Director (Outside Director)	Masayuki WAGA	(New Appointment)

(2) Audit Committee

Director (Outside Director)	Naoki YANAGIDA	
Director (Outside Director)	Isao ENDO	
Director (Outside Director)	Hideyo UCHIYAMA	
Director (Outside Director)	Misuzu SHIBATA	*

Director (Outside Director)	Kumi ITO	
Director	Toshihiro TEJIMA	
Director	Satoshi KASAI	(New Appointment)

(3) Compensation Committee

Director (Outside Director)	Kazuhiro HIGASHI	
Director (Outside Director)	Scott Trevor DAVIS	
Director (Outside Director)	Takashi NAWA	
Director (Outside Director)	Meyumi YAMADA	
Director (Outside Director)	Masayuki WAGA	(New Appointment)

*Ms. Shibata will move from the Nomination Committee and the Compensation Committee to the Audit Committee.

4. (For reference) List of candidates for Senior Vice Presidents and Executive Officers, and Senior Vice Presidents

【Effective June 27, 2022 (plan)】

(New Title)	(Name)	(Current Title)
Group CEO Director Chairman and Representative Executive Officer	Kengo SAKURADA	Group CEO Director Chairman and Representative Executive Officer
Group COO Director President and Representative Executive Officer	Mikio OKUMURA	Group COO President and Representative Executive Officer
CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer	Giichi SHIRAKAWA	CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer
CEO of Overseas Insurance and Reinsurance Business Senior Vice President and Executive Officer	James SHEA	CEO of Overseas Insurance and Reinsurance Business Senior Vice President and Executive Officer
CEO of Domestic Life Insurance Business Senior Vice President and Executive Officer	Yasuhiro OBA	CEO of Domestic Life Insurance Business Senior Vice President and Executive Officer

(New Title)	(Name)	(Current Title)
CEO of Nursing Care & Seniors Business Senior Vice President and Executive Officer	Ken ENDO	CEO of Nursing Care & Seniors Business Senior Vice President and Executive Officer
CEO of Digital Business Senior Executive Vice President and Executive Officer	Koichi NARASAKI	CEO of Digital Business Senior Executive Vice President and Executive Officer
Group CVCO Chairman of Overseas M&A Senior Executive Vice President	Nigel FRUDD	Group CVCO Chairman of Overseas M&A Senior Executive Vice President
Group CFO Group CSO Senior Executive Vice President and Executive Officer	Masahiro HAMADA	Group CFO Group CSO Senior Executive Vice President and Executive Officer
Group CHRO Senior Executive Vice President and Executive Officer General Manager, Human Capital Department	Shinichi HARA	Group CHRO Senior Executive Vice President and Executive Officer General Manager, Human Capital Department
Group CERO Executive Vice President and Executive Officer	Koji ISHIKAWA	Group CERO Executive Vice President and Executive Officer
Group CDO Senior Vice President	Albert CHU	Group CDO Senior Vice President
Group CRO Senior Vice President and Executive Officer	Yoshihiro UOTANI	Group CRO Senior Vice President and Executive Officer
Group CSuO Senior Vice President and Executive Officer	Ryoko SHIMOKAWA	Group CSuO Senior Vice President and Executive Officer
Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communications Department	Hirofumi SHINJIN	Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communications Department
Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department	Taisei KAWAZOE	Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department

(New Title)	(Name)	(Current Title)
Executive Vice President General Manager, Global Business Department	Yuji KAWAUCHI	Executive Vice President General Manager, Global Business Department
Executive Vice President (in charge of Global Consumer P&C Insurance (Retail) Business)	Katsuyuki TAJIRI	Executive Vice President (in charge of Global Consumer P&C Insurance (Retail) Business)
Deputy CEO of Nursing Care & Senior Business Senior Vice President	Yasuki KUME	Deputy CEO of Nursing Care & Seniors Business Senior Vice President
Senior Vice President	Takamitsu WASHIMI	Senior Vice President
Senior Vice President Group Deputy CFO General Manager, Office of Group CFO	Tsutomu YAMAGUCHI	Senior Vice President Group Deputy CFO General Manager, Office of Group CFO

5. (For reference) Appointment and change of Senior Vice Presidents

【Effective July 1, 2022 (plan)】

(New Title)	(Name)	(Current Title)
Executive Vice President General Manager, Global Business Department	Kenneth REILLY	(New Appointment)
Executive Vice President Deputy General Manager, Global Business Department	Yuji KAWAUCHI	Executive Vice President General Manager, Global Business Department

*The official names of titles are as follows:

Group CEO	: Group Chief Executive Officer
Group COO	: Group Chief Operating Officer
Group CVCO	: Group Chief Value Communication Officer
Group CFO	: Group Chief Financial Officer
Group CSO	: Group Chief Strategy Officer
Group CHRO	: Group Chief Human Resource Officer
Group CERO	: Group Chief External Relations Officer
Group CDO	: Group Chief Digital Officer
Group CRO	: Group Chief Risk Officer
Group CSuO	: Group Chief Sustainability Officer
Group CPRO	: Group Chief Public Relations Officer
Group CIO	: Group Chief Information Officer

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