

May 19, 2023

To whom it may concern:

Company Name: Sompo 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 Directors and Executive Officers

Sompo Holdings, Inc. announces it has determined the candidates for Directors to be submitted to the 13th Annual General Meeting of Shareholders to be held on June 26, 2023, as well as candidates for membership of each Committee of the Board of Directors, Senior Vice Presidents and Executive Officers, Senior Vice Presidents, etc. to be submitted to its Board of Directors' meeting following this General Meeting of Shareholders.

1. Candidates for Directors (to be submitted to the 13th Annual General Meeting of Shareholders)

Effective as of June 26, 2023 (planned)

(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 Director President and Representative Executive Officer
Director (Outside Director)	Scott Trevor DAVIS	Director (Outside Director)
Director (Outside Director)	Isao ENDO	Director (Outside Director)
Director (Outside Director)	Kazuhiro HIGASHI	Director (Outside Director)
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	Director (Outside Director)
Director (Outside Director)	Toru KAJIKAWA	(New Appointment)
Director	Satoshi KASAI	Director

2. Directors Scheduled to Resign

Effective as of June 26, 2023 (planned)

	(Name)	(Current Title)
Resignation	Naoki YANAGIDA	Director (Outside Director)
Resignation	Hideyo UCHIYAMA	Director (Outside Director)
Resignation	Toshihiro TESHIMA	Director

3. Candidates for Committee Members (to be submitted to the Board of Directors' meeting to be held on the same day, following the 13th General Meeting of Shareholders)

Effective as of June 26, 2023 (planned)

(1) Nomination Committee

Director (Outside Director)	Scott Trevor DAVIS
Director (Outside Director)	Kazuhiro HIGASHI
Director (Outside Director)	Isao ENDO*
Director (Outside Director)	Takashi NAWA
Director (Outside Director)	Meyumi YAMADA

(2) Audit Committee

Director (Outside Director)	Misuzu SHIBATA
Director (Outside Director)	Kumi ITO

Director (Outside Director)	Masayuki WAGA*	
Director (Outside Director)	Toru KAJIKAWA	(New Appointment)
Director	Satoshi KASAI	

(3) Compensation Committee

Director (Outside Director)	Kazuhiro HIGASHI
Director (Outside Director)	Scott Trevor DAVIS
Director (Outside Director)	Isao ENDO*
Director (Outside Director)	Takashi NAWA
Director (Outside Director)	Meyumi YAMADA

*Mr. Endo will move from the Audit Committee to the Nomination Committee and the Compensation Committee, and Mr. Waga will move from the Nomination Committee and the Compensation Committee to the Audit Committee.

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

Effective as of June 26, 2023 (planned)

(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 Director President and Representative Executive Officer
CEO of Domestic P&C Insurance Business	Giichi SHIRAKAWA	CEO of Domestic P&C Insurance Business
CEO of Overseas Insurance and Reinsurance Business	James SHEA	CEO of Overseas Insurance and Reinsurance Business
CEO of Domestic Life Insurance Business	Yasuhiro OBA	CEO of Domestic Life Insurance Business
CEO of Nursing Care & Seniors Business	Ken ENDO	CEO of Nursing Care & Seniors Business
CEO of Digital Business	Koichi NARASAKI	CEO of Digital Business

(New Title)	(Name)	(Current Title)
Chairman of Overseas M&A Senior Executive Vice President	Nigel FRUDD	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	Shinichi HARA	Group CHRO Senior Executive Vice President and Executive Officer
Group CXO Executive Vice President and Executive Officer	Kazufumi WATANABE	Group CXO Executive Vice President and Executive Officer
Group CERO Executive Vice President and Executive Officer	Koji ISHIKAWA	Group CERO Executive Vice President and Executive Officer
Group CRO Group CIO Executive Vice President and Executive Officer	Yoshihiro UOTANI	Group CRO Group CIO Executive Vice President and Executive Officer
Group CDO Senior Vice President	Albert CHU	Group CDO Senior Vice President
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
Executive Vice President General Manager, Global Business Department	Kenneth REILLY	Executive Vice President General Manager, Global Business Department
Executive Vice President	Yuji KAWAUCHI	Executive Vice President
Executive Vice President General Manager, Global Strategy Officer	Katsuyuki TAJIRI	Executive Vice President General Manager, Global Strategy Office
Executive Vice President General Manager, Corporate Planning Department	Emiko MAKI	Executive Vice President General Manager, Corporate Planning Department

(New Title)	(Name)	(Current Title)
Deputy CEO of Nursing Care & Seniors 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

*Where abbreviated, full official titles are as follows:

Group CEO	: Group Chief Executive Officer
Group COO	: Group Chief Operating Officer
Group CFO	: Group Chief Financial Officer
Group CSO	: Group Chief Strategy Officer
Group CHRO	: Group Chief Human Resource Officer
Group CXO	: Group Chief Transformation 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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