

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)

Disciplinary Actions against Directors and Officers

The following disciplinary actions will be taken against the directors and officers of Sompo Holdings, Inc. and Sompo Japan Insurance Inc. in connection with the recent cases of fraudulent insurance claims by Big Motor Co., Ltd. and premium price adjustments.

1. Resignation of Officers

Name	Current position/title
Giichi SHIRAKAWA	President and Chief Executive Officer*, Sompo Japan Insurance Inc. (Resigned on January 31, 2024)
Satoshi IITOYO	Director, Deputy President and Senior Managing Executive Officer Sompo Japan Insurance Inc. (Effective February 29, 2024)

*The position/title listed here is as of the time of resignation.

2. Reduction of Remuneration

Name	Current position/title	Reduction of remuneration
Kengo SAKURADA	SOMPO Holdings, Inc. Group CEO, Director, Chairman and Representative Executive Officer	Reduction of monthly remuneration by 50% for 6 months
Mikio OKUMURA	SOMPO Holdings, Inc. Group COO, Director, President and Representative Executive Officer	Reduction of monthly remuneration by 30% for 6 months
Masahiro HAMADA	SOMPO Holdings, Inc. Group CFO and CSO Senior Executive Vice President and Executive Officer	Reduction of monthly remuneration by 20% for 3 months
Shinichi HARA	SOMPO Holdings, Inc. Group CHRO Senior Executive Vice President and Executive Officer	Reduction of monthly remuneration by 20% for 3 months
Yoshihiro UOTANI	SOMPO Holdings, Inc. Group CRO Executive Vice President and Executive Officer	Reduction of monthly remuneration by 20% for 3 months

Keiji NISHIZAWA	Sompo Japan Insurance Inc. Director	Reduction of monthly remuneration by 50% for 6 months
Shigeo SAITO	Sompo Japan Insurance Inc. Deputy President and Senior Managing Executive Officer	Reduction of monthly remuneration by 20% for 3 months
Kensuke YAMAMOTO	Sompo Japan Insurance Inc. CSO, CFO, CHRO Director, Managing Executive Officer	Reduction of monthly remuneration by 20% for 3 months

*For Senior Vice Presidents and Executive Officers, Senior Vice Presidents of Sompo Holdings, Inc. and Sompo Japan Insurance Inc. other than those mentioned above, disciplinary actions ranging from "reduction of monthly remuneration by 50% for 6 months to reduction of monthly remuneration by 10% for 1 month" will be implemented in principle.

3. Others

- ✓ In addition to the above reduction in remuneration, Mikio Okumura, Group COO, Director, President and Representative Executive Officer, Sompo Holdings, Inc., will voluntarily return 70% of monthly remuneration x 4 months.
- ✓ Koji Ishikawa, Senior Vice President and Executive Officer, Sompo Holdings, Inc. and President and CEO, Executive Officer, Sompo Japan Insurance Inc. will voluntarily return 30% of monthly remuneration x 3 months.
- ✓ Shigeki Nakamura, a full-time auditor, Sompo Japan Insurance Inc. will voluntarily return 30% of monthly remuneration x 6 months.
- ✓ In order to restore confidence in the SOMPO Group and enhance corporate value, the outside directors of SOMPO Holdings, Inc. and outside corporate auditors of Sompo Japan Insurance Inc. will voluntarily return 20% of their monthly remuneration for three months, in order to strengthen the relationship of trust between the outside directors and employees and to establish and implement specific measures to prevent recurrence.

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