

February 29, 2024

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)

(Summary) Notice of Changes and Appointments of Executive Officers

We are pleased to announce that our Board of Directors today decided on the following changes and appointments of Executive Officers effective April 1, 2024.

1. Changes in Senior Vice Presidents and Executive Officers, Senior Vice Presidents [Effective April 1, 2024]

Name	New title	Current title
Koji ISHIKAWA	CEO, Domestic P&C Insurance Business Senior Vice President and Executive Officer	CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer
James SHEA	CEO, Overseas Insurance and Reinsurance Business Senior Vice President	CEO of Overseas Insurance and Reinsurance Business Senior Vice President
Yasuhiro OBA	CEO, Domestic Life Insurance Business Senior Vice President and Executive Officer	CEO of Domestic Life Insurance Business Senior Vice President and Executive Officer
Takamitsu WASHIMI	CEO, Nursing Care Business Senior Vice President and Executive Officer	Senior Vice President
Masahiro HAMADA	Group CFO Senior Executive Vice President and Executive Officer	Group CFO, Group CSO Senior Executive Vice President and Executive Officer
Shinichi HARA	Group CHRO Senior Executive Vice President and Executive Officer	Group CHRO, Group CERO Senior Executive Vice President and Executive Officer

Name	New title	Current title
Koichi NARASAKI	Group CDO Senior Executive Vice President and Executive Officer	CEO of Digital Business Senior Executive Vice President and Executive Officer
Katsuyuki TAJIRI	Senior Executive Vice President in charge of Corporate Strategy and Overseas M&A General Manager, Office of Group CEO General Manager, Global Strategy Office	Executive Vice President in charge of Overseas M&A General Manager, Office of Group CEO General Manager, Global Strategy Office
Yoshihiro UOTANI	Group CRO Executive Vice President and Executive Officer	Group CRO, Group CIO Executive Vice President and Executive Officer
Albert CHU	Group Co-CDO Senior Vice President	Group CDO Senior Vice President
Hirofumi SHINJIN	Group CPRO Senior Vice President and Executive Officer	Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communication
Yuji KAWAUCHI	Executive Vice President in charge of Overseas Business, Wellbeing	Executive Vice President (Head of New Business in Asia, etc. (excluding P&C insurance))
Yasuki KUME	Executive Vice President Deputy Head of Wellbeing	Senior Vice President Deputy CEO of Nursing Care & Seniors Business
Tsutomu YAMAGUCHI	Senior Vice President (Group Deputy CFO)	Senior Vice President General Manager, Office of Group CFO (Group Deputy CFO)

Note 1: Mr. Washimi is scheduled to assume the position of Representative Director and President and CEO of Sampo Care Inc.

*Group CFO refers to Group Chief Finance Officer.

*Group CSO refers to Group Chief Strategy Officer.

*Group CHRO refers to Group Chief Human Resource Officer

*Group CERO refers to Group Chief External Relations Officer

*Group CDO refers to Group Chief Digital Officer.

*Group CRO refers to Group Chief Risk Officer.

*Group CIO refers to Group Chief Information Officer.

*Group CPRO refers to Group Chief Public Relations Officer.

2. Appointments of Senior Vice Presidents and Executive Officers, Senior Vice Presidents [Effective April 1, 2024].

Name	New title	Current title
Yoshiyasu SUZUKI	Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department	General Manager, IT Strategy Planning Department
Hiroshi HORIE	Executive Vice President in charge of Compliance	Sompo Japan Insurance Inc. Executive Officer
Yohei NAMIKI	Senior Vice President in charge of Wellbeing General Manager, Wellbeing Business Department	General Manager, New Business Promotion Department
Yuko NAKAGAWA	Senior Vice President in charge of Wellbeing	SOMPO Himawari Life Insurance Inc. Managing Executive Officer

Note 1: Mr. Horie is scheduled to assume the position of Representative Director and Managing Executive Officer of Sompo Japan Insurance Inc. on the same date.

Note 2: Ms. Nakagawa will continue to serve as Managing Executive Officer of SOMPO Himawari Life Insurance Company after April 1, 2024.

3. Other retiring Directors, Senior Vice Presidents and Executive Officers, Senior Vice Presidents [Effective March 31, 2024 *].

Name	Current title
Kengo SAKURADA	Group CEO, Director, Chairman and Representative Executive Officer
Ken ENDO	CEO of Nursing Care and Seniors Business Senior Vice President and Executive Officer
Nigel FRUDD	Chairman of Overseas M&A Senior Executive Vice President
Emiko MAKI	Executive Vice President Deputy General Manager, Office of Group CEO

* Nigel FRUDD's resignation date is April 1, 2024.

4. (Reference) List of Senior Vice Presidents and Executive Officers, Senior Vice Presidents

The structure of Senior Vice Presidents and Executive Officers, Senior Vice Presidents as of April 1, 2024, following the above changes, is as follows:

Name	Current title
Mikio OKUMURA	Group CEO, Director, President and Representative Executive Officer
Koji ISHIKAWA	CEO, Domestic P&C Insurance Business Senior Vice President and Executive Officer
James SHEA	CEO, Overseas Insurance and Reinsurance Business Senior Vice President
Yasuhiro OBA	CEO, Domestic Life Insurance Business Senior Vice President and Executive Officer
Takamitsu WASHIMI	CEO, Nursing Care Business Senior Vice President and Executive Officer
Masahiro HAMADA	Group CFO Senior Executive Vice President and Executive Officer
Shinichi HARA	Group CHRO Senior Executive Vice President and Executive Officer in charge of Legal Affairs and Internal Audit
Koichi NARASAKI	Group CDO Senior Executive Vice President and Executive Officer
Katsuyuki TAJIRI	Senior Executive Vice President in charge of Corporate Strategy and Overseas M&A General Manager, Office of Group CEO General Manager, Global Strategy Office
Kazufumi WATANABE	Group CXO, Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO, Executive Vice President and Executive Officer
Albert CHU	Group Co-CDO, Senior Vice President
Yoshiyasu SUZUKI	Group CIO, Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department
Ryoko SHIMOKAWA	Group CSuO, Senior Vice President and Executive Officer
Hirofumi SHINJIN	Group CPRO, Senior Vice President and Executive Officer
Kenneth REILLY	Executive Vice President, General Manager, Global Business Department

Name	Current title
Hiroshi HORIE	Executive Vice President in charge of Compliance
Yuji KAWAUCHI	Executive Vice President in charge of Overseas Business, Wellbeing
Yasuki KUME	Executive Vice President, Deputy Head of Wellbeing
Tsutomu YAMAGUCHI	Senior Vice President, Group Deputy CFO
Yohei NAMIKI	Senior Vice President in charge of Wellbeing General Manager, Wellbeing Business Department
Yuko NAKAGAWA	Senior Vice President in charge of Wellbeing

*The official name of each position is as follows

Group CEO : Group Chief Executive Officer
Group CFO : Group Chief Financial Officer
Group CHRO : Group Chief Human Resource Officer
Group CDO : Group Chief Digital Officer
Group CXO : Group Chief Transformation Officer
Group CRO : Group Chief Risk Officer
Group CIO : Group Chief Information Officer
Group CSuO : Group Chief Sustainability Officer
Group CPRO : Group Chief Public Relations Officer

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