

September 30, 2013

Corporate Name: NKSJ Holdings, Inc.  
Representative: Kengo Sakurada, President  
Securities Code: 8630, TSE

### Announcement of Subsidiaries' Voluntary Retirement Program

NKSJ Holdings, Inc. (hereinafter "the Company") hereby announces that Sompo Japan Insurance Inc. (hereinafter "Sompo Japan") and Nipponkoa Insurance Co., Ltd. (hereinafter, "Nipponkoa"), wholly owned subsidiaries of the Company, have decided to put out a call for voluntary retirement today as below:

#### 1. Purpose of Voluntary Retirement Program

In April 2013, ahead of the merger scheduled in September 2014, Sompo Japan and Nipponkoa have started integrating management (effective merger structure), with the officers and employees of both companies performing concurrent duties. The two companies are working to quickly capture synergies the same as a merger to ensure a smooth transition to the merged company.

Sompo Japan and Nipponkoa have decided to offer a voluntary retirement program to employees to build an appropriate personnel structure reflecting such effort.

#### 2. Outline of Voluntary Retirement Program

(1) Eligible employees	Employees aged 40 and over, in principle
(2) Number of employees	Approx. 200 employees (Sum of Sompo Japan and Nipponkoa)
(3) Application Period	From early to mid-December 2013 (scheduled)
(4) Date of retirement	March 31, 2014, in principle
(5) Preferential treatment	A special premium will be added to the ordinary retirement benefit. In addition, Sompo Japan and Nipponkoa will provide re-employment support to applicants who wish to obtain such support.

#### 3. Outlook

At this point, the number of applicants for voluntary retirement is not fixed yet. The impact on the consolidated business results will be announced as soon as it is determined.

-End-