

[English Translation]

December 25, 2013

Corporate Name: NKSJ Holdings, Inc.

Representative: Kengo Sakurada, President

Securities Code: 8630, TSE 1st Section

Announcement Concerning Results of Subsidiaries' Voluntary Retirement Program

NKSJ Holdings, Inc. (hereinafter "the Company") hereby provide the following announcement with respect to the results of the voluntary retirement program of Sompo Japan Insurance Inc. (hereinafter "Sompo Japan") and Nipponkoa Insurance Co., Ltd. (hereinafter "Nipponkoa"), wholly owned subsidiaries of the Company, which was announced on September 30, 2013.

1. Outline of Voluntary Retirement Program

(1) Eligible employees	Employees aged 40 and over, in principle
(2) Number of employees sought	Approx 200 employees (Sum of Sompo Japan and Nipponkoa)
(3) Application Period	From December 2, 2013 until December 20, 2013
(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.

2. Results of the program

Number of applicants: 324 employees

3. Outlook

The special premium to be paid out in conjunction with the voluntary retirement program is scheduled to be accounted for in the financial results for the third quarter of the fiscal year ending March 31, 2014, as extraordinary losses of approx 8.5 billion yen.

There is no change in the forecasts of consolidated financial results for the fiscal year ending March 31, 2014 disclosed on November 19, 2013.

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