

September 4, 2015

Corporate Name: Sompo Japan Nipponkoa Holdings, Inc.
Representative: Kengo Sakurada, Group CEO, President
Securities Code: 8630, TSE, 1st Section

Announcement of Special Measures for Life Plan Support

Sompo Japan Nipponkoa Holdings, Inc. (hereinafter “the Company”) hereby announces that Sompo Japan Nipponkoa Insurance Co., Ltd. (hereinafter, “Sompo Japan Nipponkoa”), wholly owned subsidiary of the Company, has decided to implement special measures for Life Plan Support (hereinafter “the Measures”) today as below:

1. Purpose of the Measures

Sompo Japan Nipponkoa has completed the merger in September 2014, and it is working on the improvement of further productivity and profitability.

Sompo Japan Nipponkoa has made a decision on the implementation of the Measures to build an appropriate personnel structure reflecting such effort.

2. Outline of the Measures

The Measures provide preferential treatment such as a special premium added to the ordinary retirement benefit for the eligible employees who apply for it.

(1) Eligible employees	Employees aged 40 and over, in principle
(2) Number of employees	Approximately 200 employees
(3) Application Period	From early to mid-December 2015 (scheduled)
(4) Date of retirement	March 31, 2016, in principle
(5) Preferential treatment	A special premium will be added to the ordinary retirement benefit. In addition, Sompo Japan Nipponkoa will provide re-employment support to applicants who wish to obtain such support.

3. Perspective

At this point, the number of applicants for the Measures has not been fixed yet. So the impact on the consolidated business results will be announced as soon as it is determined.