

[English Translation]

December 25, 2015

Corporate Name: Sompo Japan Nipponkoa Holdings, Inc.

Representative: Kengo Sakurada, Group CEO, President

Securities Code: 8630, TSE, 1st Section

Announcement Concerning Results of Special Measures for Life Plan Support

Sompo Japan Nipponkoa Holdings, Inc. (hereinafter “the Company”) hereby provide the following announcement with respect to the results of Special Measures for Life Plan Support of Sompo Japan Nipponkoa Insurance Inc. (hereinafter “Sompo Japan Nipponkoa”), wholly owned subsidiaries of the Company, which was announced on September 4, 2015.

1. 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 December 1, 2015 until December 21, 2015
(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.

2. Results of the program

Number of applicants: 254 employees

3. Outlook

The special premium to be paid out in conjunction with Special Measures for Life Plan Support is scheduled to be accounted for in the financial results for the third quarter of the fiscal year ending March 31, 2016, as extraordinary losses of approx 6.4 billion yen.

There is no change in the forecasts of consolidated financial results for the fiscal year ending March 31, 2016 disclosed on November 18, 2015.

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