

July 28, 2021

Company Name: Sampo Holdings, Inc.
Representative: Kengo Sakurada
Group CEO, Director,
President and Representative Executive Officer
(Securities Code: 8630, the first section of the TSE)

Notice Concerning Change in Organizational Structure with regard to Corporate Value Enhancement Initiatives and Change in Directors

Sampo Holdings, Inc. (hereinafter “Sampo Holdings”, representative: Kengo SAKURADA, Group CEO, Director, President and Representative Executive Officer) intends to take concrete initiatives to realize “SOMPO’s Purpose” and achieve sustainable management and its numerical management targets under the mid-term management plan.

In order to accelerate the initiatives to realize “SOMPO’s Purpose”, communicate effectively with multi-stakeholders including the financial market, thereby enhancing corporate value, Sampo Holdings will newly establish such positions as Group CVCO, Group CSuO, and Group CPRO as well as form “Value Communication Team” to strengthen its corporate structure. In so doing, Sampo Holdings will announce the following change in executive officers.

1. Change in Executive Officers and Senior Vice President

【Effective August 1, 2021】

(New Title)	(Name)	(Current Title)
Group CVCO Chairman of Overseas M&A Senior Executive Vice President	Nigel FRUDD	Group CBO Chairman of Overseas M&A Senior Executive Vice President
Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communications Department	Hirofumi SHINJIN	Senior Vice President Group Deputy CBO General Manager, Corporate Communications Department

* Group CVCO refers to Group Chief Value Communication Officer.

* Group CBO refers to Group Chief Brand Officer.

* Group CPRO refers to Group Chief Public Relations Officer.

2. Appointment of Senior Vice President and Executive Officer

【Effective August 1, 2021】

(New Title)	(Name)	(Current Title)
Group CSuO Senior Vice President and Executive Officer	Ryoko SHIMOKAWA	Deputy General Manager, Healthcare Business Development

* Group CSuO refers to Group Chief Sustainability Officer.

3. (For reference) List of Executive Officers and Senior Vice Presidents

【Effective August 1, 2021】

(Name)	(Title)
Kengo SAKURADA	Group CEO Director President and Representative Executive Officer
Shinji TSUJI	Group COO Director Deputy President and Representative Executive Officer
Keiji NISHIZAWA	CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer
John R. CHARMAN	CEO of Overseas Insurance and Reinsurance Business Senior Vice President and Executive Officer
Yasuhiro OBA	CEO of Domestic Life Insurance Business Senior Vice President and Executive Officer
Satoshi KASAI	CEO of Nursing Care & Senior Business Senior Vice President and Executive Officer
Koichi NARASAKI	CEO of Digital Business Group CDO Senior Executive Vice President and Executive Officer
Nigel FRUDD	Group CVCO Chairman of Overseas M&A Senior Executive Vice President
Masahiro HAMADA	Group CFO Group Co-CSO Senior Executive Vice President and Executive Officer
Mikio OKUMURA	Group Co-CSO Senior Executive Vice President and Executive Officer

(Name)	(Title)
Albert CHU	Group Co-CDO Senior Vice President
Shinichi HARA	Group CHRO Executive Vice President and Executive Officer, General Manager, Human Capital Department
Hiroshi OMATA	Group CDMO Group CIO Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO Senior Vice President and Executive Officer
Ryoko SHIMOKAWA	Group CSuO Senior Vice President and Executive Officer
Hirofumi SHINJIN	Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communications Department
Yuji KAWAUCHI	Executive Vice President General Manager, Global Business Planning Department
Katsuyuki TAJIRI	Executive Vice President Retail Platform in Istanbul
Takato UDO	Senior Vice President and Executive Officer, General Manager, Internal Audit Department
Hideyasu MATSUDA	Senior Vice President and Executive Officer, Healthcare Business, General Manager, Healthcare Business Development Department
Yasunori KURODA	Senior Vice President General Manager, Accounting Department
Takuto KOBAYASHI	Senior Vice President General Manager, Innovation for Aging and Wellness Department

(Name)

(Title)

Koji ISHIKAWA

Senior Vice President
General Manager,
Secretarial Department

*The official names of the titles are as follows:

Group CEO : Group Chief Executive Officer
Group COO : Group Chief Operating Officer
Group CFO : Group Chief Financial Officer
Group CSO : Group Chief Strategy Officer
Group CDO : Group Chief Digital Officer
Group CHRO : Group Chief Human Resource Officer
Group CDMO : Group Chief Data Marketing Officer
Group CRO : Group Chief Risk Officer
Group CIO : Group Chief Information Officer
Group CVCO : Group Chief Value Communication Officer
Group CSuO : Group Chief Sustainability Officer
Group CPRO : Group Chief Public Relations Officer

*Effective September 1, 2021, James Shea is scheduled to replace John R. Charman as CEO of Overseas Insurance and Reinsurance Business.

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