

December 15, 2021

To whom it may concern:

Company Name: Sompo Holdings, Inc.

Representative: Kengo Sakurada, Group CEO, Director,
President and Representative Executive Officer
(Securities Code: 8630, 1st section of the TSE)

Notice of Changes in Executive Officers

Sompo Holdings, Inc. announces that its Board of Directors has decided at a meeting held today to make the following changes in Executive Officers and Senior Vice Presidents, including Representative Executive Officers, effective April 1, 2022.

1. Changes in Representative Executive Officers

1.) Reason of Changes

The changes in Representative Executive Officers take place in conjunction with the company's personnel changes.

2.) Changes in the Representative Executive Officers 【Effective April 1, 2022】

(New Title)	(Name)	(Current Title)
Group CEO ¹ Director Chairman and Representative Executive Officer	Kengo SAKURADA	Group CEO Director President and Representative Executive Officer
Group COO ² President and Representative Executive Officer	Mikio OKUMURA	Group Co-CSO Senior Executive Vice President and Executive Officer
Director ³	Shinji TSUJI	Group COO Director, Deputy President and Representative Executive Officer

¹ Group CEO refers to Group Chief Executive Officer.

² Group COO refers to Group Chief Operating Officer.

³ Shinji Tsuji will retire Group COO, Deputy President and Representative Executive Officer as of March 31, 2022.

2. Changes in other Executive Officers and Senior Vice President

【Effective April 1, 2022】

(New Title)	(Name)	(Current Title)
CEO of Digital Business Senior Executive Vice President and Executive Officer	Koichi NARASAKI	CEO of Digital Business Group CDO ⁴ Senior Executive Vice President and Executive Officer
Group CFO ⁵ Group CSO ⁶ Senior Executive Vice President and Executive Officer	Masahiro HAMADA	Group CFO Group Co-CSO Senior Executive Vice President and Executive Officer
Group CDO Senior Vice President	Albert CHU	Group Co-CDO Senior Vice President

3. Appointment of Executive Officers and Senior Vice Presidents

【Effective April 1, 2022】

(New Title)	(Name)	(Current Title)
CEO of Domestic P&C Insurance Business Executive Officer	Giichi SHIRAKAWA ⁷	Director, Managing Executive Officer, Sompo Japan Insurance Inc.
CEO of Nursing Care & Senior Business, Executive Officer	Ken ENDO ⁸	Director, President and Representative Executive Officer COO Sompo Care Inc.
Deputy CEO of Nursing Care & Senior Business Senior Vice President	Yasuki KUME ⁹	General Manager Corporate Planning Department
Senior Vice President	Takamitsu WASHIMI ¹⁰	Executive Officer, General Manager of Human Capital Department, Sompo Japan Insurance Inc.

⁴ Group CDO refers to Group Chief Digital Officer.

⁵ Group CFO refers to Group Chief Financial Officer.

⁶ Group CSO refers to Group Chief Strategy Officer.

⁷ Giichi Shirakawa will assume the position of Director, President and Representative Executive Officer of Sompo Japan Insurance Inc. as of the same date.

⁸ Ken Endo will assume the position of Chairman and Representative Chief Executive Officer of Sompo Care Inc. as of the same date.

⁹ Yasuki Kume will assume the position of Director of Sompo Care Inc. as of the same date.

¹⁰ Takamitsu Washimi will assume the position of Director, President and Representative Chief Operating Officer of Sompo Care Inc. as of the same date.

4. Appointment of Special Advisor

【Effective April 1, 2022】

(New Title)	(Name)	(Current Title)
Special Advisor	Masaya FUTAMIYA	Director, Chairman of Sompo Japan Insurance Inc.

5. Other Executive Officers Scheduled to Resign

【Effective March 31, 2022】

(New Title)	(Name)	(Current Title)
Resignation	Keiji NISHIZAWA ¹¹	CEO of Domestic P&C Insurance Business Executive Officer
Resignation	Satoshi KASAI	CEO of Nursing Care & Senior Business Executive Officer

¹¹ Keiji Nishizawa will assume the position of Director, Chairman of Sompo Japan Insurance Inc., effective April 1, 2022.