

February 14, 2022

To whom it may concern:

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

(Summary) Notice of Change 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, effective April 1, 2022.

1. Change in Executive Officers and Senior Vice Presidents

【April 1, 2022 (plan)】

(New Title)	(Name)	(Current Title)
Group CHRO Senior Executive Vice President and Executive Officer, General Manager, Human Capital Department	Shinichi HARA	Group CHRO Executive Vice President and Executive Officer, General Manager, Human Capital Department
Group CERO Executive Vice President and Executive Officer	Koji ISHIKAWA	Senior Vice President General Manager, Secretarial Department

*Group CHRO refers to Group Chief Human Resource Officer.

*Group CERO refers to Group Chief External Relations Officer.

2. Appointment of Executive Officers and Senior Vice Presidents

【April 1, 2022 (plan)】

(New Title)	(Name)	(Current Title)
Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department	Taisei KAWAZOE	General Manager, IT Strategy Planning Department

(New Title)	(Name)	(Current Title)
Senior Vice President (Group Deputy CFO, General Manager, Office of Group CFO)	Tsutomu YAMAGUCHI	General Manager, Office of Group CFO

*Group CIO refers to Group Chief Information Officer.

*Group Deputy CFO refers to Group Deputy Chief Financial Officer.

3. Retiring Executive Officers and Senior Vice Presidents

【Effective March 22, 2022 (plan)】

	(Name)	(Current Title)
Retirement	Takuto KOBAYASHI	Senior Vice President General Manager, Innovation for Aging and Wellness Department

【Effective March 31, 2022 (plan)】

	(Name)	(Current Title)
Retirement	John R. CHARMAN	Senior Vice President and Executive Officer
Retirement	Hiroshi OMATA	Group CDMO Group CIO Executive Vice President and Executive Officer
Retirement	Takato UDO	Senior Vice President and Executive Officer General Manager, Internal Audit Department
Retirement	Hideyasu MATSUDA *	Senior Vice President and Executive Officer, Healthcare Business, General Manager, Healthcare Business Development Department
Retirement	Yasunori KURODA	Senior Vice President General Manager, Accounting Department

*Group CDMO refers to Group Chief Data Marketing Officer.

*Group CIO refers to Group Chief Information Officer.

* After retiring as Senior Vice President and Executive Officer, Mr. Matsuda will be appointed as General Manager of Corporate Planning Department effective April 1, 2022.

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

【Effective April 1, 2022 (plan)】

(Name)	(Title)
Kengo SAKURADA	Group CEO Director Chairman and Representative Executive Officer
Mikio OKUMURA	Group COO President and Representative Executive Officer
Giichi SHIRAKAWA	CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer
James SHEA	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
Ken ENDO	CEO of Nursing Care & Seniors Business Senior Vice President and Executive Officer
Koichi NARASAKI	CEO of Digital Business 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 CSO Senior Executive Vice President and Executive Officer
Shinichi HARA	Group CHRO Senior Executive Vice President and Executive Officer, General Manager, Human Capital Department
Koji ISHIKAWA	Group CERO Executive Vice President and Executive Officer
Albert CHU	Group CDO Senior Vice President
Yoshihiro UOTANI	Group CRO Senior Vice President and Executive Officer
Ryoko SHIMOKAWA	Group CSuO Senior Vice President and Executive Officer

(Name)	(Title)
Hirofumi SHINJIN	Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communications Department
Taisei KAWAZOE	Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department
Yuji KAWAUCHI	Executive Vice President General Manager, Global Business Department
Katsuyuki TAJIRI	Executive Vice President (In charge of Retail Platform in Istanbul)
Yasuki KUME	Deputy CEO of Nursing Care & Seniors Business Senior Vice President
Takamitsu WASHIMI *	Senior Vice President
Tsutomu YAMAGUCHI	Senior Vice President Group Deputy CFO General Manager, Office of Group CFO

* Takamitsu WASHIMI will assume the position of Director, President and Representative Chief Operating Officer of Sampo Care Inc. as of the same date.

*The official names of titles are as follows:

Group CEO refers to Group Chief Executive Officer

Group COO refers to Group Chief Operating Officer

Group CVCO refers to Group Chief Value Communication Officer

Group CFO refers to Group Chief Financial Officer

Group CSO refers to Group Chief Strategy Officer

Group CHRO refers to Group Chief Human Resource Officer

Group CERO refers to Group Chief External Relations Officer

Group CDO refers to Group Chief Digital Officer

Group CRO refers to Group Chief Risk Officer

Group CSuO refers to Group Chief Sustainability Officer

Group CPRO refers to Group Chief Public Relations Officer

Group CIO refers to Group Chief Information Officer

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