

February 14, 2023

To Whom It May Concern:

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

Notice of Changes and Appointments of Executive Officers

We are pleased to announce that our Board of Directors has decided today on the following changes and appointments of Executive Officers, effective April 1, 2023.

1. Changes in Senior Vice Presidents and Executive Officers

[As of April 1, 2023 (plan)]

(New title)	(Name)	(Current title)
Chairman of Overseas M&A Senior Executive Vice President	Nigel FRUDD	Group CVCO Chairman of Overseas M&A Senior Executive Vice President
Group CRO Group CIO Executive Vice President and Executive Officer	Yoshihiro UOTANI	Group CRO Senior Vice President and Executive Officer

*Group CVCO refers to Group Chief Value Communication Officer.

*Group CRO refers to Group Chief Risk Officer.

*Group CIO refers to Group Chief Information Officer.

2. Appointment of Senior Vice Presidents

[As of April 1, 2023 (planned)]

(New title)	(Name)	(Current title)
Executive Vice President	Emiko MAKI	-

*Ms. Maki will assume the position of Director and Executive Vice President of Sompo Japan Insurance Inc. as of the same date.

3. Other resignation of Senior Vice Presidents and Executive Officers

[As of March 31, 2023 (planned)]

	(Name)	(Current title)
Resignation	Taisei KAWAZOE	Group CIO Senior Vice President and Executive Officer

*Group CIO refers to Group Chief Information Officer.

Note: Mr. Kawazoe is scheduled to continue to serve as General Manager of the IT Planning Department after April 1, 2023, following his resignation as Senior Vice President and Executive Officer.

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

The structure of Senior Vice Presidents and Executive Officers as of April 1, 2023 reflecting the above changes is as follows

[As of April 1, 2023 (planned)]

(Name)	(Position)
Kengo SAKURADA	Group CEO Director Chairman and Representative Executive Officer
Mikio OKUMURA	Group COO Director President and Representative Executive Officer
Giichi SHIRAKAWA	CEO of Domestic P&C Insurance Business
James SHEA	CEO of Overseas Insurance and Reinsurance Business
Yasuhiro OBA	CEO of Domestic Life Insurance Business

(Name)	(Title)
Ken ENDO	CEO of Nursing Care and Senior Business
Koichi NARASAKI	CEO of Digital Business
Nigel FRUDD	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
Koji ISHIKAWA	Group CERO Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO Group CIO Executive Vice President and Executive Officer
Albert CHU	Group CDO Senior Vice President
Ryoko SHIMOKAWA	Group CSuO Senior Vice President and Executive Officer
Hirofumi SHINJIN	Group CPRO Senior Vice President and Executive Officer General Manager, Corporate Communication Dept.
Kenneth REILLY	Executive Vice President General Manager, Global Business Dept.
Yuji KAWAUCHI	Executive Vice President Head of New business in Asia, etc. (excluding P&C insurance)
Katsuji TAJIRI	Executive Vice President General Manager, Global Strategy Office
Emiko MAKI	Executive Vice President General Manager, Corporate Planning Dept.

(Name)	(Title)
Yasuki KUME	Deputy CEO of Nursing Care and Senior Business Senior Vice President
Takamitsu WASHIMI	Senior Vice President
Tsutomu YAMAGUCHI	Senior Vice President Group Deputy CFO General Manager, Office of Group CFO

*The official name of each position/title is 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 CHRO	: Group Chief Human Resource Officer
Group CERO	: Group Chief External Relations Officer
Group CDO	: Group Chief Digital Officer
Group CRO	: Group Chief Risk Officer
Group CSuO	: Group Chief Sustainability Officer
Group CPRO	: Group Chief Public Relations Officer
Group CIO	: Group Chief Information Officer

Name (Date of birth)	Biography
Emiko MAKI (Born on June 29, 1965)	<p>April 1988 Joined Yasuda Fire & Marine Insurance Co. Ltd.</p> <p>April 2016 General Manager, Reinsurance Department, Sompo Japan Nipponkoa Inc.</p> <p>Apr. 2018 General Manager, Corporate Planning Department, SOMPO Holdings, Inc.</p> <p>Apr. 2020 Senior Vice President, General Manager, Reinsurance Department, Sompo Japan Insurance Inc.</p> <p>Apr. 2021 Director and Senior Vice President, Sompo Japan Insurance Inc.</p> <p>Apr. 2022 Director and Senior Vice President [CRO] , Sompo Japan Insurance Inc. (incumbent)</p>

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