

May 20, 2026

To Whom It May Concern

Company Name: Sompo Holdings, Inc.
Representative: Mikio Okumura, Group CEO, Director,
President and Representative Executive Officer
(Stock Code: 8630, Prime Market of TSE)

Notice Regarding the Appointment and Retirement of Executive Officers

The Company hereby announces that decisions were made regarding the candidates for Directors to be proposed at the 16th Ordinary General Meeting of Shareholders, scheduled for June 22, 2026, the candidates for members of each committee to be proposed at the Board of Directors meeting following the said General Meeting of Shareholders, and the candidates for Executive Officers, as outlined below.

1. Candidates for Directors (To be proposed at the Ordinary General Meeting of Shareholders)

[Effective June 22, 2026 (Scheduled)]

Name	Reappointment / New appointment	New title	Current title
Mikio OKUMURA	Reappointment	Group CEO Director President and Representative Executive Officer	Group CEO Director President and Representative Executive Officer
Shinichi HARA	Reappointment	Group CHRO Director Deputy President and Representative Executive Officer	Group CHRO Director Deputy President and Representative Executive Officer
Katsuyuki TAJIRI	New appointment	Group CFO Director Deputy President and Representative Executive Officer	Group CFO Deputy President and Representative Executive Officer
Kazuhiro HIGASHI	Reappointment	Director (Outside Director)	Director (Outside Director)
Misuzu SHIBATA	Reappointment	Director (Outside Director)	Director (Outside Director)
Meyumi YAMADA	Reappointment	Director (Outside Director)	Director (Outside Director)

Name	Reappointment / New appointment	New title	Current title
Masayuki WAGA	Reappointment	Director (Outside Director)	Director (Outside Director)
Toru KAJIKAWA	Reappointment	Director (Outside Director)	Director (Outside Director)
Jeffrey HAYMAN	New appointment	Director (Outside Director)	-
Yuji KAWAUCHI	Reappointment	Director	Director
Shinobu IMAMURA	Reappointment	Director	Director

2. Directors Scheduled to Retire

[Effective June 22, 2026 (Scheduled)]

Name	Current title
Masahiro HAMADA	Director Senior Vice President and Executive Officer
Scott Trevor DAVIS	Director (Outside Director)
Isao ENDO	Director (Outside Director)
Takashi NAWA	Director (Outside Director)

3. Candidates for Members of Each Committee (To be proposed at the Board of Directors Meeting following the Ordinary General Meeting of Shareholders on the same day)

[Effective June 22, 2026 (Scheduled)]

(1) Nomination Committee

Name	Title
Meyumi YAMADA	Director (Outside Director)
Kazuhiro HIGASHI	Director (Outside Director)
Shinichi HARA	Group CHRO Director Deputy President and Representative Executive Officer

(2) Audit Committee

Name	Title
Misuzu SHIBATA	Director (Outside Director)
Masayuki WAGA	Director (Outside Director)
Toru KAJIKAWA	Director (Outside Director)
Yuji KAWAUCHI	Director
Shinobu IMAMURA	Director

(3) Compensation Committee

Name	Title
Meyumi YAMADA	Director (Outside Director)
Kazuhiro HIGASHI	Director (Outside Director)
Shinichi HARA	Group CHRO Director Deputy President and Representative Executive Officer

4. Senior Vice Presidents and Executive Officers, and Senior Vice President Scheduled to Retire
[Effective June 22, 2026 (Scheduled)]

Name	Title
Masahiro HAMADA	Director Senior Vice President and Executive Officer
Yoshihiro UOTANI	Senior Vice President and Executive Officer
Hirofumi SHINJIN	Senior Vice President

(Reference) List of Senior Vice Presidents and Executive Officers, and of Senior Vice Presidents
[Effective June 22, 2026 (Scheduled)]

Name	Title
Mikio OKUMURA	Group CEO, Director, President and Representative Executive Officer
Shinichi HARA	Group CHRO, Director, Deputy President and Representative Executive Officer

Name	Title
Katsuyuki TAJIRI	Group CFO, Director, Deputy President and Representative Executive Officer
James SHEA	CEO of SOMPO P&C, Senior Vice President <CEO of Sompo International Holdings>
Yasuhiro OBA	CEO of SOMPO Wellbeing, Senior Vice President <Chairman of Sompo Himawari Life Insurance>
Koji ISHIKAWA	Senior Vice President <President, Representative Director and CEO of Sompo Japan Insurance>
Yasuki KUME	Senior Vice President <President, Representative Director and CEO of Sompo Himawari Life Insurance>
Takamitsu WASHIMI	Senior Vice President <President, Representative Director and CEO of Sompo Care>
Koichi NARASAKI	Senior Executive Vice President and Executive Officer
Kayoko SAKAI	Group CSuO, Senior Executive Vice President
Koji TAKAHASHI	Group CRO, Executive Vice President and Executive Officer
Masayuki KIMURA	Group Co-CDO, Executive Vice President
Ryuichi YOSHIMURA	Group Co-CDO, Executive Vice President
Akiko MURAKAMI	Group CDaO, Executive Vice President
Yoshiyasu SUZUKI	Group CIO, Executive Vice President
David CAMPUTO	Group CAE, Senior Vice President
Kyotaro HIROSE	Senior Vice President
Katsuhito NAKAGAWA	Senior Vice President <President and Representative Director, Sompo Direct Insurance>
Katsuyuki OHARA	Senior Vice President <Palantir Technologies Japan CEO>
Ryoko SHIMOKAWA	Senior Vice President <President and Representative Director, Sompo Health Support>
Hiroshi HORIE	Senior Executive Vice President
Nicolas BURNET	Executive Vice President Group Deputy CFO

Name	Title
Junsuke KOIKE	Executive Vice President Group Deputy CFO
Richard HIGA	Senior Vice President Group Deputy CAE
Sina MARTENS	Senior Vice President
Yohei NAMIKI	Senior Vice President
Yoshihiro SASANO	Senior Vice President
Tetsuya MORITO	Senior Vice President

*The official titles for each title are as follows:

- Group CEO : Group Chief Executive Officer
- Group CFO : Group Chief Financial Officer
- Group CHRO : Group Chief Human Resource Officer
- Group CSuO : Group Chief Sustainability Officer
- Group CRO : Group Chief Risk Officer
- Group CDO : Group Chief Digital Officer
- Group CDaO : Group Chief Data Officer
- Group CIO : Group Chief Information Officer
- Group CAE : Group Chief Audit Executive

Appendix

Name (Date of Birth)	Curriculum Vitae		Number of shares owned (as of March 31, 2026)
<p>Katsuyuki TAJIRI (Born on October 8, 1967)</p>	Apr. 1990	Joined The Yasuda Fire & Marine Insurance Co., Ltd.	16,700 shares
	Apr. 2018	Executive Officer of the Company	
		Executive Officer, General Manager, Commercial Business Strategy and Underwriting Department and General Manager, Global Business Planning Department of Sompo Japan Nipponkoa Insurance Inc.	
	Jan. 2019	Director of Sompo International Holdings Ltd.	
	Apr. 2019	Executive Officer, General Manager, Global Business Planning Department of Sompo Japan Nipponkoa Insurance Inc.	
	Jun. 2019	Executive Officer of the Company	
	Aug. 2020	Director of Sompo International Holdings Ltd.	
	Apr. 2021	Executive Vice President of the Company	
	Oct. 2022	Executive Vice President, General Manager, Global Strategy Office of the Company	
	Aug. 2023	Executive Vice President, General Manager, Corporate Planning Department and General Manager, Global Strategy Office of the Company	
	Dec. 2023	Senior Managing Executive Officer (CXO) of Sompo Japan Insurance Inc.	
	Apr. 2024	Senior Executive Vice President, General Manager, Corporate Planning Department and General Manager, Global Strategy Office of the Company	
	Apr. 2025	Executive Officer in charge of SOMPO P&C of the Company Director, Deputy President and Executive Officer (CXO) of Sompo Japan Insurance Inc.	
Oct. 2025	Director, Deputy President and Executive Officer (CXO) (COO) of Sompo Japan Insurance Inc.		
Apr. 2026	Group CFO, Deputy President and Representative Executive Officer of the Company (current position) Director of Sompo Japan Insurance Inc. (current position)		

Name (Date of Birth)	Curriculum Vitae		Number of shares owned (as of March 31, 2026)
<p>Jeffrey Hayman (Born on January 18, 1960</p>	<p>Apr. 1994 Mar. 1998 Jan. 1999 Jul.2001 Mar. 2003 Sep. 2003 Jan. 2007 Aug. 2009 Mar. 2011 Jan. 2013 Nov. 2013 Mar. 2016 Mar. 2021 Mar. 2023 Jan. 2023</p>	<p>Travelers (U.S.) Vice President, Personal Lines AIU Far East (Japan) Regional Vice President, Personal Lines American Home (Japan) Chairman AIG East Asia Holdings Management (Japan) Regional Vice President, Direct Marketing Same Company Senior Vice President, Direct Marketing AIU (Japan) Chairman AIG East Asia Holdings Management (Japan) Regional President, General Insurance AIG (U.S.) Vice President, Foreign General Insurance AIG Property & Casualty (U.S.) Senior Vice President & Chief Administrative Officer AIG (U.S.) Executive Vice President, CEO of Global Consumer Insurance Starr (U.S.) President, International Insurance Lakeview Timbers (U.S.) Founder and CEO (current position) Zurich Insurance (Switzerland) Director Lakeview Acquisition (U.S.) CEO R&Q Insurance Holdings (Bermuda) Chairman and Interim CEO Cytora (U.K.) Advisory Board Member</p>	<p>0 share</p>