

To Whom It May Concern

Establishment of Group Chief Officer System and Organizational and Personnel Changes

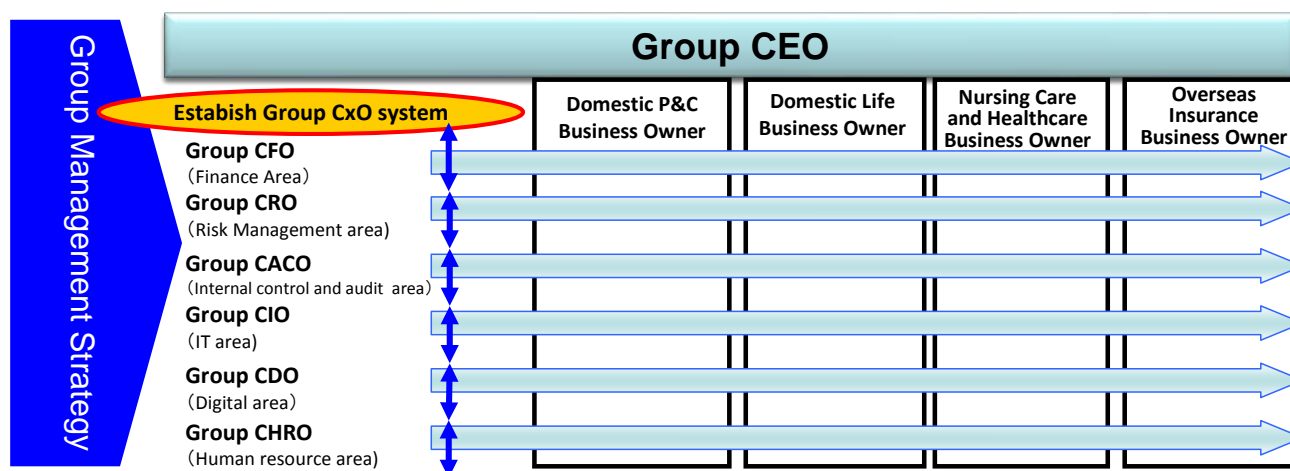
Sompo Holdings, Inc. (President & CEO: Kengo Sakurada, the “Company”) will establish a Group Chief Officer system (the “Group CxO system”) on April 1, 2017, following on from the business owner system adopted in the fiscal year ended March 2016. The Group CxO system will serve as a Group management system to realize the Group’s management philosophy of “providing customers with services of the highest quality to contribute to their security, health, and wellbeing.” Along with the establishment of the CxO system, the Company also wishes to announce that it will implement organizational and personnel changes as described in the attachment.

1. Establishment of Group CxO System

Following on from the business owner system, the Company will establish the Group CxO system*. Under the Group CEO’s leadership of the entire Group, each business will be entrusted to the four business owners. With this structure in place, the Company will appoint officers responsible for each functional area, specifically Group CFO, Group CRO, Group CACO, Group CIO, Group CDO, and Group CHRO.

Through these measures, guided by the Group’s management strategy, the Company will further strengthen its framework for conducting optimal Group-wide decision-making and business execution more rapidly and flexibly in response to disruptive changes in the environment. By doing so, the Company will work to achieve sustainable growth.

*The assigned officer system that has been in place to date will be abolished. The title of Group Chief Officer, which was previously used as a descriptive title by executives other than the Group CEO, will be officially defined in terms of a “function portfolio” that prescribes their roles, functions, authority, personnel requirements and other attributes. At the same time, these attributes will be linked to executive remuneration and succession planning.



2. Organizational change (as of April 1, 2017)

Please refer to “Appendix 1”

3. Personnel changes (After April 1, 2017 and onward)

Please refer to “Appendix 2 Personnel changes at Sompo Holdings, Inc.”

Appendix 1. Sompo Holdings Organizational change (as of April 1, 2017)

To enhance capability of overseas insurance business, Sompo Holdings will merge “Global Business Planning Department” and “Global Business Management Department” into “Global Business Planning Department”

Appendix 2 Personnel changes at Sampo Holdings, Inc. (From April 1, 2017 onward)

【Scheduled as of April 1, 2017】

1. The new executive team from April 1, 2017 onward is as follows.

(This includes posting personnel changes as of April 1, 2017 in the Remarks column.)

【List of Executive Directors and Officers (From April 1, 2017 onward)】

New title	Name	Current title	Remarks
Group CEO Representative Director, President and Executive Officer	Kengo Sakurada	Group CEO Representative Director, President and Executive Officer	
<u>Group CFO</u> Representative Director, Deputy President and Senior Managing Executive Officer	Shinji Tsuji	Representative Director, Deputy President and Senior Managing Executive Officer	Added Group CFO
<u>Overseas insurance business owner</u> Representative Director, Senior Managing Executive Officer	Shigeru Ehara	Representative Director, Senior Managing Executive Officer General Manager, China & East Asia Regional Headquarters	Added Overseas insurance business owner Relieved of position as General Manager, China & East Asia Regional Headquarters
<u>Group CRO</u> Director, Managing Executive Officer	Masato Fujikura	Director, Managing Executive Officer	Added Group CRO
<u>Group CACO</u> Director, Managing Executive Officer	Koichi Yoshikawa	Director, Managing Executive Officer	Added Group CACO
<u>Nursing Care & Healthcare Business owner</u> Director, Managing Executive Officer	Mikio Okumura	Director, Executive Officer	Added Nursing Care & Healthcare Business owner Changed Title
<u>Domestic P&C insurance business owner</u> Director	Keiji Nishizawa	Director	Added Domestic P&C insurance business owner
<u>Domestic Life insurance business owner</u> Director	Kaoru Takahashi	Director	Added Domestic Life ins urance business owner
Managing Executive Officer General Manager, Europe & South America Regional Headquarters	Junichi Tanaka	Managing Executive Officer General Manager, Europe & South America Regional Headquarters	
<u>Group CIO</u> Managing Executive Officer	Shinichi Urakawa	Managing Executive Officer	Added Group CIO
Managing Executive Officer	Nigel Frudd	Managing Executive Officer	

<u>Group CHRO</u> Managing Executive Officer General Manager, Human Capital Department	Satoshi Kasai	Executive Officer General Manager, Human Capital Department	Added Group CHRO Changed Title
Managing Executive Officer General Manager, North America Regional Headquarters	Atsushi Mizuguchi	Executive Officer General Manager, North America Regional Headquarters	Changed Title
<u>Group CDO</u> Managing Executive Officer	Koichi Narasaki	Executive Officer	Added Group CDO Changed Title
Executive Officer General Manager, Accounting Department	Hidenori Hanada	Executive Officer General Manager, Accounting Department	
Executive Officer General Manager, Corporate Communications Department	Kiyoshi Aoki	Executive Officer General Manager, Corporate Communications Department	
Executive Officer General Manager, Office of Group CEO	Masahiro Hamada	Executive Officer General Manager, Office of Group CEO	
<u>Executive Officer</u> General Manager, Corporate Legal Department	<u>Toshihiro Teshima</u>	Associate Director General Manager, Corporate Legal Department	New Executive Officer
<u>Executive Officer</u>	<u>Yuji Kawauchi</u>	General Manager, Global Business Planning Department	New Executive Officer

*“Group CxO” is abbreviation for the following title:

- Group CEO : Group Chief Executive Officer
- Group CFO : Group Chief Financial Officer
- Group CRO : Group Chief Risk Officer
- Group CACO : Group Chief Audit and Compliance Officer
- Group CIO : Group Chief Information Officer
- Group CDO : Group Chief Digital Officer
- Group CHRO : Group Chief Human Resource Officer

2. The new General Managers from April 1, 2017 onward is as follows.

(New title)	(Name)	(Current title)
General Manager, Global Business Planning Department	Shinichi Hara	General Manager, Global Business Management Department
General Manager, South Asia & Pacific Regional Headquarters	Katsuyuki Tajiri	General Manager, South Asia & Pacific Regional Headquarters of Sompo Japan Nipponkoa Insurance Inc.

General Manager,
China & East Asia Regional
Headquarters

Tadashi Sato

General Manager,
China & East Asia Regional Headquarters
of Sompo Japan Nipponkoa Insurance Inc.

(Note) Personnel Changes of General Managers (From April 1, 2017 onward) at Sompo Japan Nipponkoa Insurance Inc. is expected to be adopted by the Board of Directors to be held on March 3, 2017.

【Scheduled as of March 31, 2017】

Retirements of Executive Directors and Officers

	(Name)	(Current title)
Retirement	Shoji Ito	Director Managing Executive Officer
Retirement	Nobuhiro Kojima	Managing Executive Officer General Manager, South Asia & Pacific Regional Headquarters
Retirement	Yasuhiro Tamura	Managing Executive Officer

(Note) Shoji Ito, Nobuhiro Kojima, and Yasuhiro Tamura serve concurrently as officers of Sompo Japan Nipponkoa Insurance Inc.

Personnel Changes of Executive Directors and Officers (From April 1, 2017 onward) at Sompo Japan Nipponkoa Insurance Inc. is expected to be adopted by the Board of Directors to be held on March 3, 2017.