February 12, 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)
Contact: Shu Nakamura, Manager
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Notice of Personnel Changes

Sompo Holdings, Inc. (Kengo SAKURADA, Group CEO, Director, President and Representative Executive Officer) hereby announces the following personnel changes.
At the Board of Directors meeting held today, the Company decided to partially change its executive structure in preparation for the start of the next Mid-Term Management Plan.
A new "CEO of Digital Business" position will be newly established as the chief officer for commercialization of the digital domain, and a new "Group Chief Data Marketing Officer (Group CDMO)" position will also be newly established as the chief officer for the Group's data marketing domain.
Also, the current Nursing Care & Healthcare Business will be renamed the "Nursing Care & Seniors Business" as we continue to organize our structure in preparation for full-scale entry into the healthcare domain.
In addition to the above, a Vice President System will be newly established to increase the flexibility of the management structure of the officers.

1. Changes of Directors, Executive Officers, and Vice Presidents

【Effective as of April 1, 2021】

(New Position)	(Name)	(Current Position)
Group COO Director Deputy President and Representative Executive Officer	Shinji TSUJI	Group COO Group CBO Director Deputy President and Representative Executive Officer
CEO of Nursing Care & Seniors Business Executive Officer	Satoshi KASAI	CEO of Nursing Care & Healthcare Business Executive Officer

CEO of Digital Business Group CDO Senior Executive Vice President and Executive Officer	Koichi NARASAKI	Group CDO Executive Vice President and Executive Officer
Chairman of Overseas M&A Group CBO Senior Executive Vice President	Nigel FRUDD	Chairman of Overseas M&A (Special Advisor to Group CEO) Senior Executive Vice President and Executive Officer
Group CFO Group Co-CSO Senior Executive Vice President and Executive Officer	Masahiro HAMADA	Group CFO Group Co-CSO Executive Vice President and Executive Officer
Group Co-CSO Senior Executive Vice President and Executive Officer (CEO, Sompo International Holdings)	Mikio OKUMURA	Group Co-CSO Executive Vice President and Executive Officer (CEO, Sompo International Holdings)
Group CDMO Group CIO Executive Vice President and Executive Officer	Hiroshi OMATA	Group Co-CDO Group CIO Executive Vice President and Executive Officer
Executive Vice President	Takashi IZUHARA	Group CRO Senior Vice President and Executive Officer
Executive Vice President (General Manager, Global Business Planning Department)	Yuji KAWAUCHI	Executive Vice President and Executive Officer (General Manager, Global Business Planning Department
Executive Vice President (Retail Platform in Istanbul) (CEO of Retail Insurance, Sompo International Holdings)	Katsuyuki TAJIRI	Senior Vice President and Executive Officer (Retail Platform in Istanbul) (CEO of Retail Insurance, Sompo International Holdings)
Senior Vice President (General Manager, Accounting Department)	Yasunori KURODA	Senior Vice President and Executive Officer (General Manager, Accounting Department)
Senior Vice President (General Manager, Innovation for Aging and Wellness Department)	Takuto KOBAYASHI	Senior Vice President and Executive Officer (General Manager, Innovation for Aging and Wellness Department)

Senior Vice President (General Manager, Secretarial Department)	Koji ISHIKAWA	Senior Vice President and Executive Officer (General Manager, Secretarial Department)

Group COO and other abbreviated titles represent the following positions:

※Group COO : Group Chief Operating Officer
※Group CBO : Group Chief Brand Officer
※Group CDO : Group Chief Digital Officer
※Group CFO : Group Chief Financial Officer
※Group CSO : Group Chief Strategy Officer
※Group CDMO : Group Chief Data Marketing Officer
※Group CIO : Group Chief Information Officer
※Group CRO : Group Chief Risk Officer

2. Appointment of Executive Officers and Vice Presidents

【Effective as of April 1, 2021】

(New Position)	(Name)	(Current Position)
Group Co-CDO Senior Vice President	Albert CHU※	CEO SOMPO Digital Lab Silicon Valley
Group CRO Senior Vice President and Executive Officer	Nobuhiro UOTANI	General Manager, Risk Management Department Sompo Holdings, Inc.
Senior Vice President and Executive Officer (Healthcare Business, General Manager, Healthcare Business Development Department)	Hideyasu MATSUDA	General Manager, Healthcare Business Development Department Sompo Holdings, Inc.
Senior Vice President (Group Deputy CBO, General Manager, Corporate Communications Department)	Hirofumi SHINJIN	General Manager, Corporate Communications Department Sompo Holdings, Inc.

※Albert CHU will concurrently serve as Chief Executive Officer at SOMPO Digital Lab Silicon Valley from April 1, 2021.
※Group CDO : Group Chief Digital Officer
※Group CRO : Group Chief Risk Officer