May 20, 2024

To Whom It May Concern:

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

(Summary) Notice of Changes in Representative Executive Officers and Directors and Executive Officers

At the Board of Directors Meeting held today, we have decided on the following matters: changes in the Representative Executive Officers effective June 24, 2024; the nominees for Directors to be proposed at the 14th Annual General Meeting of Shareholders scheduled for June 24 (hereinafter "the Shareholders' Meeting"), 2024; and the nominees for members of each Committee, Senior Vice Presidents and Executive Officers, and Senior Vice Presidents to be proposed at the Board of Directors Meeting following the Shareholders' Meeting . The details are as follows:

1. Change in Representative Executive Officers

1) Change in Representative Executive Officers【Effective June 24, 2024 (planned)】

Name	New title	Current title
Masahiro HAMADA	Group CFO Director Senior Executive Vice President and Representative Executive Officer	Group CFO Senior Executive Vice President and Executive Officer
Shinichi HARA	Group CHRO Director Senior Executive Vice President and Representative Executive Officer	Group CHRO Senior Executive Vice President and Executive Officer

*The decision will be officially made at the Board of Directors Meeting to be held on the same day after the approval resolution at the Shareholders' Meeting.
*Their brief biographies are shown in the Appendix.

2) Reason for this change

This change in Representative Executive Officers is due to changes in the company's senior management to strengthen the Company's management structure.

2. Nominees to serve on the Board (to be proposed at the Shareholders' Meeting)

【Effective June 24, 2024 (planned)】

Name	New title	Current title
Mikio OKUMURA	Group CEO Director President and Representative Executive Officer	Group CEO Director President and Representative Executive Officer
Masahiro HAMADA	Group CFO Director Senior Executive Vice President and Representative Executive Officer *Newly appointed Director	Group CFO Senior Executive Vice President and Executive Officer
Shinichi HARA	Group CHRO Director Senior Executive Vice President and Representative Executive Officer *Newly appointed Director	Group CHRO Senior Executive Vice President and Executive Officer
Scott Trevor DAVIS	Director (Outside Director)	Director (Outside Director)
Isao ENDO	Director (Outside Director)	Director (Outside Director)
Kazuhiro HIGASHI	Director (Outside Director)	Director (Outside Director)
Misuzu SHIBATA	Director (Outside Director)	Director (Outside Director)
Takashi NAWA	Director (Outside Director)	Director (Outside Director)
Meyumi YAMADA	Director (Outside Director)	Director (Outside Director)
Kumi ITO	Director (Outside Director)	Director (Outside Director)

Masayuki WAGA	Director (Outside Director)	Director (Outside Director)
Toru KAJIKAWA	Director (Outside Director)	Director (Outside Director)
Satoshi KASAI	Director	Director

3. Nominees for each committee (to be proposed at the Board of Directors Meeting to be held on the same day following the Shareholders' Meeting)

【Effective June 24, 2024 (planned)】

1) Nomination Committee

Title	Name
Director (Outside Director)	Scott Trevor DAVIS
Director (Outside Director)	Isao ENDO
Director (Outside Director)	Kazuhiro HIGASHI
Director (Outside Director)	Takashi NAWA
Director (Outside Director)	Meyumi YAMADA

2) Audit Committee

Title	Name
Director (Outside Director)	Misuzu SHIBATA
Director (Outside Director)	Kumi ITO
Director (Outside Director)	Masayuki WAGA
Director (Outside Director)	Toru KAJIKAWA
Director	Satoshi KASAI

3) Compensation Committee

Title	Name
Director (Outside Director)	Scott Trevor DAVIS
Director (Outside Director)	Isao ENDO
Director (Outside Director)	Kazuhiro HIGASHI
Director (Outside Director)	Takashi NAWA
Director (Outside Director)	Meyumi YAMADA

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

【Effective June 24, 2024 (planned)】

*Changes are underlined.

Title	Name
Mikio OKUMURA	Group CEO, Director, President and Representative Executive Officer
Masahiro HAMADA	Group CFO, <u>Director</u>, Senior Executive Vice President and <u>Representative</u> Executive Officer
Shinichi HARA	Group CHRO, <u>Director</u>, Senior Executive Vice President and <u>Representative</u> Executive Officer in charge of Legal Affairs and Internal Audit
Koji ISHIKAWA	CEO, Domestic P&C Insurance Business Senior Vice President and Executive Officer
James SHEA	CEO, Overseas Insurance and Reinsurance Business Senior Vice President
Yasuhiro OBA	CEO, Domestic Life Insurance Business Senior Vice President and Executive Officer
Takamitsu WASHIMI	CEO, Nursing Care Business Senior Vice President and Executive Officer
Koichi NARASAKI	Group CDO Senior Executive Vice President and Executive Officer
Katsuyuki TAJIRI	Senior Executive Vice President in charge of Corporate Strategy and Overseas M&A General Manager, Office of Group CEO General Manager, Global Strategy Office

Kazufumi WATANABE	Group CXO, Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO, Executive Vice President and Executive Officer
Albert CHU	Group Co-CDO, Senior Vice President
Yoshiyasu SUZUKI	Group CIO, Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department
Ryoko SHIMOKAWA	Group CSuO, Senior Vice President and Executive Officer
Hirofumi SHINJIN	Group CPRO, Senior Vice President and Executive Officer
Kenneth REILLY	Executive Vice President, General Manager, Global Business Department
Hiroshi HORIE	Executive Vice President in charge of Compliance
Yuji KAWAUCHI	Executive Vice President in charge of Overseas Business, Wellbeing
Yasuki KUME	Executive Vice President, Deputy Head of Wellbeing
Tsutomu YAMAGUCHI	Senior Vice President, Group Deputy CFO
Yohei NAMIKI	Senior Vice President in charge of Wellbeing General Manager, Wellbeing Business Department
Yuko NAKAGAWA	Senior Vice President in charge of Wellbeing

*The official name of each position is as follows

Group CEO : Group Chief Executive Officer
Group CFO : Group Chief Financial Officer
Group CHRO : Group Chief Human Resource Officer
Group CDO : Group Chief Digital Officer
Group CXO : Group Chief Transformation Officer
Group CRO : Group Chief Risk Officer
Group CIO : Group Chief Information Officer
Group CSuO : Group Chief Sustainability Officer
Group CPRO : Group Chief Public Relations Officer

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