[English Translation Note 1]

February 14, 2025

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

New Group Management Structure and Executive Officer Appointments

Sompo Holdings, Inc. (the "Company") announces its formation from April 1, 2025 of two business segments, Sompo P&C (property and casualty) and Sompo Wellbeing, together with the appointment of Business CEOs to oversee each business segment to accelerate the realization of the Company's vision.

The Company also announced Executive Officer appointments, outlined below.

1. New Group Management Structure (Appointment of Business CEOs)

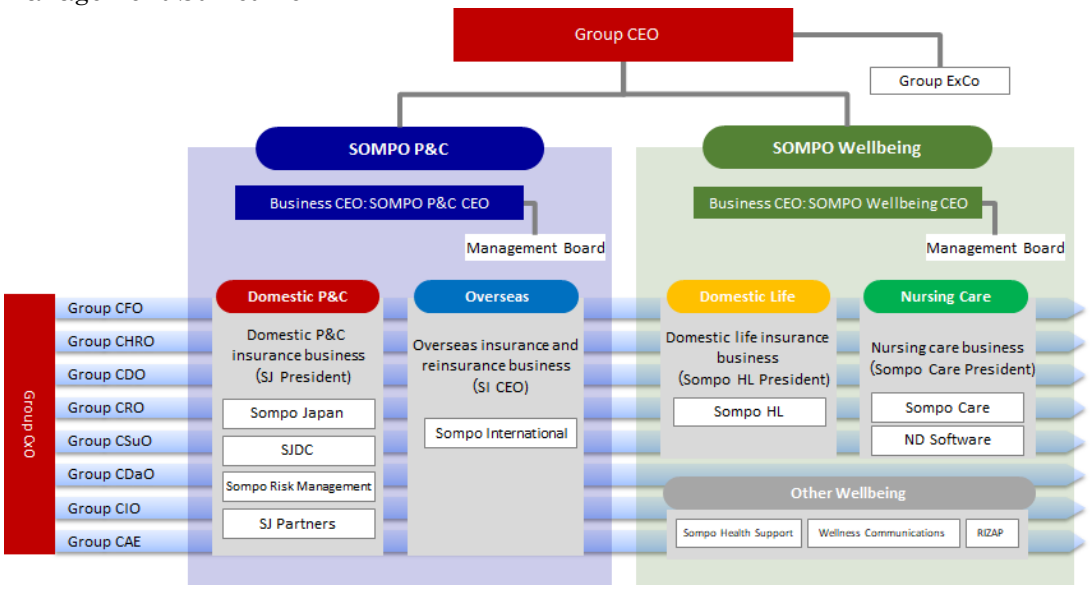
In May 2024, in pursuit of the sustainable enhancement of enterprise value, the Company announced its current Mid-Term Management Plan (FY2024-2026). It rephrased SOMPO's Purpose as being "For a future of health, wellbeing and financial protection", and set as the goals of the Mid-Term Management Plan to "Increase Resilience" and to "Connect and be Connected" .

The Business CEOs overseeing Sompo P&C and Sompo Wellbeing will be newly appointed. A Management Board will be established for each of the two business segments as an advisory body to the Business CEO to accelerate these initiatives. The Company will speed up decision-making by delegating a certain degree of authority from the Group CEO to the Business CEOs and promote groupwide initiatives through the business segment Management Boards

James Shea (currently CEO of Overseas Insurance and Reinsurance Business) and Yasuhiro Oba (currently CEO of Domestic Life Insurance Business) will be appointed SOMPO P&C CEO and SOMPO Wellbeing CEO, respectively, effective April 1, 2025.

While leveraging the strengths that the Sompo Group has cultivated over the years, the Company strives to become a Japan-born truly global company. It will do so by pursuing 'Centers of Excellence,' built on enabling the Group's executives and employees to learn best practices from each other, and expanding their opportunities for growth alongside colleagues around the world, regardless of business line, gender, disability, nationality, age, or other criteria.

＜New Management Structure＞



Note 1: This document is an English translation of the original Japanese document and is provided for informational purposes only. In the event of any discrepancy between this translated document and the original Japanese document, the original Japanese document shall prevail.

2. Messages from the Group CEO and Business CEOs

(1) Group CEO: Mikio Okumura

"We are implementing strategies to "Increase Resilience" and to "Connect and be Connected" for sustainable growth, by viewing changes in the business environment as opportunities.

"To accelerate these initiatives, we will consolidate our businesses into the "Sompo P&C" and "Sompo Wellbeing" business segments, and strengthen coordination across our lines of businesses and geographies from FY2025. We will also lever these efforts to share the knowledge and experience of our group executives and employees between each other to further develop our expertise to deliver solutions that fulfill our customers' changing needs.

"I will deliver this further growth by ensuring the executives and employees of Sompo Group work together to strive 'For a future of health, wellbeing and financial protection.'"

(2) SOMPO P&C CEO: James Shea

"This structural reform will enable us to withstand economic changes, continue to simplify, foster deeper connections and harmony across geographical divides, provide new development opportunities for our people, and create the best place to work in our industry.

"It is also part of our ongoing evolution to offer the best solutions to our customers and deliver profitable results to our shareholders at the same time. I'm looking forward to maximizing the potential of our organization as a global community, driving innovation to achieve both our purpose and our strategic objectives more effectively."

(3) SOMPO Wellbeing CEO: Yasuhiro Oba

"Sompo Wellbeing provides solutions for 'health', 'nursing care' and 'finance after retirement' concerns by connecting Sompo Himawari Life Insurance's Insurhealth®, Sompo Care's nursing care services, and other healthcare-related activity to realize Sompo's Purpose: 'For a future of health, wellbeing and financial protection.' In addition to insurance coverage, we will also provide services for 'ease of mind' across the boundaries of our operating companies, thereby staying close to the daily lives of our customers."

3. Executive Officer Appointments

See the attached Exhibit.

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Exhibit

Executive Officer Appointments

The Board of Directors of Sompo Holdings Inc. has made the following appointments of Executive Officers effective April 1, 2025.

1. Appointments of Senior Vice Presidents and Executive Officers, and Senior Vice Presidents [Effective April 1, 2025]

Name	New title	Current title
Masahiro HAMADA	Group CFO Director Deputy President and Representative Executive Officer	Group CFO Director Senior Executive Vice President and Representative Executive Officer
Shinichi HARA	Group CHRO Director Deputy President and Representative Executive Officer	Group CHRO Director Senior Executive Vice President and Representative Executive Officer
James SHEA	CEO of SOMPO P&C Senior Vice President SOMPO P&C (Chief Officer), Overseas Insurance and Reinsurance Business (Officer) (CEO of Sompo International Holdings)	CEO of Overseas Insurance and Reinsurance Business Senior Vice President
Yasuhiro OBA	CEO of SOMPO Wellbeing Senior Vice President SOMPO Wellbeing (Chief Officer) (Chairman of Sompo Himawari Life Insurance)	CEO of Domestic Life Insurance Business Senior Vice President and Executive Officer
Koji ISHIKAWA	Senior Vice President in charge of SOMOPO P&C, Domestic P&C Insurance Business (Officer) (President of Sompo Japan Insurance)	CEO of Domestic P&C Insurance Business Senior Vice President and Executive Officer
Yasuki KUME	Senior Vice President in charge of SOMPO Wellbeing, Domestic Life Insurance Business (Officer) (President of Sompo Himawari Life Insurance)	Senior Vice President Domestic Life Insurance Business (Director, Deputy President of SOMPO Himawari Life Insurance)
Takamitsu WASHIMI	Senior Vice President in charge of SOMPO Wellbeing, Nursing Care Business (Officer) (President of Sompo Care)	CEO of Nursing Care Business Senior Vice President and Executive Officer

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Koichi NARASAKI	Group CDO Senior Executive Vice President and Executive Officer in charge of Investment	Group CDO Senior Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO Senior Executive Vice President and Executive Officer	Group CRO Executive Vice President and Executive Officer
Yoshiyasu SUZUKI	Group CIO Senior Vice President General Manager, IT Strategy Planning Department	Group CIO Senior Vice President and Executive Officer General Manager, IT Strategy Planning Department
Katsuyuki TAJIRI	Senior Vice President in charge of SOMPO P&C (Deputy President of Sompo Japan Insurance), Direct Insurance Business (Officer) and Overseas M&A	Senior Executive Vice President in charge of Corporate Strategy and Overseas M&A General Manager, Office of Group CEO General Manager, Global Strategy Office
Kenneth REILLY	Senior Vice President in charge of SOMPO P&C (Deputy President of Sompo Japan Insurance)	Executive Vice President General Manager, Global Business Department
Kazufumi WATANABE	Senior Vice President Direct Insurance Business (Deputy President of Sompo Direct Insurance)	Group CXO Executive Vice President and Executive Officer
Hiroshi HORIE	Senior Executive Vice President in charge of Compliance	Executive Vice President in charge of Compliance
Yuji KAWAUCHI	Executive Vice President Executive Assistant to Group CEO	Executive Vice President Head of New business in Asia, etc. (excluding P&C insurance)
Hirofumi SHINJIN	Senior Vice President in charge of Public Relations	Group CPRO Senior Vice President and Executive Officer
Ryoko SHIMOKAWA	Senior Vice President in charge of SOMPO Wellbeing	Group CSuO Senior Vice President and Executive Officer
Yohei NAMIKI	Senior Vice President in charge of SOMPO Wellbeing	Senior Vice President in charge of Wellbeing

Note 1: Mr. Suzuki will assume the position of Senior Vice President of Sompo Japan Insurance Inc., effective April 1, 2025.

Note 2: Mr. Tajiri will assume the position of Director and Deputy President [CXO] of Sompo Japan Insurance Inc., effective April 1, 2025.

Note 3: Mr. Kenneth Reilly will assume the position of Deputy President of Sompo Japan Insurance Inc., effective April 1, 2025.

Note 4: Ms. Shimokawa will assume the position of Director of Sompo Himawari Life Insurance Inc. and Senior Vice President and CFO of Sompo Care Inc. effective April 1, 2025.

*Group CFO refers to the Group Chief Financial Officer.

*Group CHRO refers to the Group Chief Human Resource Officer.

*Group CDO refers to the Group Chief Digital Officer.

*Group CRO refers to the Group Chief Risk Officer.

[English Translation Note 1]

*Group CIO refers to the Group Chief Information Officer.

* For those executive officers who also serve as full-time directors of domestic insurance companies (Sompo Japan Insurance, Sompo Himawari Life Insurance, and Sompo Direct Insurance), their appointment is based on the assumption that each company will receive approval from the Financial Services Agency to allow them to serve concurrently as full-time directors of our Company under the Insurance Business Act.

2. Appointment of Senior Vice Presidents (Effective April 1, 2025)

Name	New title	Current title
Kayoko SAKAI	Group CSuO Executive Vice President	Somop Japan Insurance Inc. Executive Vice President (CHRO, CCuO)
Akiko MURAKAMI	Group CDaO Executive Vice President	Sompo Japan Insurance Inc. Senior Vice President (CDaO)
David CAMPUTO	Group CAE Senior Vice President	CAE, Sompo International Holdings Ltd.
Katsuhito NAKAGAWA	Senior Vice President Direct Insurance Business (President of Sompo Direct Insurance)	Sompo Japan Insurance Inc. Senior Vice President President and Representative Director of SOMPO Direct Insurance Inc.
Nicolas BURNET	Executive Vice President Group Deputy CFO	CFO, Sompo International Holdings Ltd.
Kayoko KOSAKA	Senior Vice President Group Deputy CSuO	Sompo Japan Insurance Inc. Senior Vice President President and Representative Director of Sompo Japan Career Bureau
Sina MARTENS	Senior Vice President in charge of Communications (Group Head of Communications)	Sompo International Holdings Ltd. senior vice president
Kyotaro HIROSE	Senior Vice President in charge of SOMPO P&C General Manager, Office of Group CEO	General Manager, Business Analysis Office

Note 1: Ms. Sakai will continue to serve as Executive Vice President [CHRO, CCuO] of Sompo Japan Insurance Inc. after April 1, 2025.

Note 2: Ms. Murakami will continue to serve as Senior Vice President [CDaO] of Sompo Japan Insurance Inc. after April 1, 2025.

Note 3: Mr. Camputo will continue to serve as CAE of Sompo International Holdings Ltd. after April 1, 2025.

Note 4: Mr. Nakagawa will continue to serve as President and Representative Director of Sompo Direct Insurance Inc.

Note 5: Mr. Burnet will continue to serve as CFO of Sompo International Holdings Ltd.

Note 6: Ms. Kosaka will assume the position of Senior Vice President [CSuO] of Sompo Japan Insurance Inc., effective April 1, 2025.

Note 7: Mr. Hirose will assume the position of Senior Vice President [Deputy CFO] of Sompo Japan Insurance Inc., effective April 1, 2025.

*Group the CSuO refers to Group Chief Sustainability Officer.

*Group the CDaO refers to Group Chief Data Officer.

*Group the CAE refers to Group Chief Audit Executive.

* For those executive officers who also serve as full-time directors of domestic insurance companies (Sompo Japan Insurance, Sompo Himawari Life Insurance, and Sompo Direct Insurance), their appointment is based on the assumption that each company will receive approval from the Financial Services Agency to allow them to serve concurrently as full-time directors of our Company under the Insurance Business Act.

3. Retirements of Senior Vice Presidents (Effective March 31, 2025 *)

Name	Current title
Tsutomu YAMAGUCHI	Senior Vice President (Group Deputy CFO)
Yuko NAKAGAWA	Senior Vice President

Note 1: Mr. Yamaguchi will assume the position of President and Representative Director and Senior Vice President of Sompo Asset Management Co, Ltd. effective April 1, 2025.

Note 2: Ms. Nakagawa will continue to serve as Director of Sompo Care Inc. after April 1, 2025.

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

The following is a list of Senior Vice Presidents and Executive Officers, and Senior Vice Presidents effective April 1, 2025, based on the personnel changes described above.

Name	Title/Role
Mikio OKUMURA	Group CEO Director President and Representative Executive Officer
Masahiro HAMADA	Group CFO Director Deputy President and Representative Executive Officer
Shinichi HARA	Group CHRO Director Deputy President and Representative Executive Officer
James SHEA	CEO of SOMPO P&C, Senior Vice President SOMPO P&C (Chief Officer), Overseas Insurance and Reinsurance Business (Officer) (CEO of Sompo International Holdings)
Yasuhiro OBA	CEO of SOMPO Wellbeing, Senior Vice President SOMPO Wellbeing (Chief Officer) (Chairman of Sompo Himawari Life Insurance)
Koji ISHIKAWA	Senior Vice President in charge of SOMOPO P&C,

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	Domestic P&C Insurance Business (Officer) (President of Sompo Japan Insurance)
Yasuki KUME	Senior Vice President in charge of SOMPO Wellbeing, Domestic Life Insurance Business (Officer) (President of Sompo Himawari Life Insurance)
Takamitsu WASHIMI	Senior Vice President in charge of SOMPO Wellbeing, Nursing Care Business (Officer) (President of Sompo Care)
Koichi NARASAKI	Group CDO Senior Executive Vice President and Executive Officer in charge of Investment
Yoshihiro UOTANI	Group CRO Senior Executive Vice President and Executive Officer
Kayoko SAKAI	Group CSuO Executive Vice President
Akiko MURAKAMI	Group CDaO Executive Vice President
Yoshiyasu SUZUKI	Group CIO Senior Vice President General Manager, IT Strategy Planning Department
David CAMPUTO	Group CAE Senior Vice President
Albert CHU	Group Co-CDO Senior Vice President
Katsuyuki TAJIRI	Senior Vice President in charge of SOMPO P&C (Deputy President of Sompo Japan Insurance), Direct Insurance Business (Officer) and Overseas M&A
Kenneth REILLY	Senior Vice President in charge of SOMPO P&C (Deputy President of Sompo Japan Insurance)
Katsuhito NAKAGAWA	Senior Vice President Direct Insurance Business (President of Sompo Direct Insurance)
Kazufumi WATANABE	Senior Vice President Direct Insurance Business (Deputy President of Sompo Direct Insurance)
Hiroshi HORIE	Senior Executive Vice President in charge of Compliance
Yuji KAWAUCHI	Executive Vice President Executive Assistant to Group CEO
Nicolas BURNET	Executive Vice President Group Deputy CFO

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Kayoko KOSAKA	Senior Vice President Group Deputy CSuO
Sina MARTENS	Senior Vice President in charge of Communications (Group Head of Communications)
Hirofumi SHINJIN	Senior Vice President in charge of Public Relations
Ryoko SHIMOKAWA	Senior Vice President in charge of SOMPO Wellbeing
Yohei NAMIKI	Senior Vice President in charge of SOMPO Wellbeing
Kyotaro HIROSE	Senior Vice President in charge of SOMPO P&C General Manager, Office of Group CEO

*The official titles for each position are 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 CRO : Group Chief Risk Officer
Group CSuO : Group Chief Sustainability Officer
Group CDaO : Group Chief Data Officer
Group CIO : Group Chief Information Officer
Group CAE : Group Chief Audit Executive

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