May 20, 2025

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

Notice Regarding Changes in Directors and Executive Officers

We hereby announce that, at the board of directors meeting held today, we resolved to change and appoint Senior Vice Presidents and Executive Officers, effective June 1, 2025 and June 24, 2025. We also selected the following candidates for directors to be submitted to the 15th annual general meeting of shareholders scheduled for June 23, 2025 (the "AGM") as well as candidates for statutory committees member, Senior Vice President and Executive Officer to be submitted to the board of directors meeting following the AGM. Details are as follows:

1. Candidates for Directors (to be submitted to the AGM)

[Effective June 23, 2025 (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 Deputy President and Representative Executive Officer	Group CFO Director Deputy President and Representative Executive Officer
Shinichi HARA	Group CHRO Director Deputy President and Representative Executive Officer	Group CHRO Director Deputy President and Representative 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)

Name	New title	Current title
Meyumi YAMADA	Director (Outside Director)	Director (Outside Director)
Masayuki WAGA	Director (Outside Director)	Director (Outside Director)
Toru KAJIKAWA	Director (Outside Director)	Director (Outside Director)
Yuji KAWAUCHI	Director *Newly Appointed Director	Executive Vice President
Shinobu IMAMURA	Director *Newly Appointed Director	Director, Sompo Japan

Note: Shinobu Imamura is scheduled to continue serving as a director of Sompo Japan Insurance Inc. after June 23, 2025 subject to obtaining approval from the Financial Services Agency under the Insurance Business Act to serve as a full-time director of both companies.

2. Retiring Directors

[Effective June 23, 2025 (Planned)]

Name	Current title
Kumi ITO	Director (Outside Director)
Satoshi KASAI	Director

3. Candidates for Statutory Committees Member (to be submitted to the Board of Directors meeting to be held on the same day after the AGM)

[Effective June 23, 2025 (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)	Masayuki WAGA
Director (Outside Director)	Toru KAJIKAWA
Director	Yuji KAWAUCHI
Director	Shinobu IMAMURA

(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. Change of Senior Vice President and Executive Officer

[Effective June 1, 2025 (Planned)]

Name	New title	Current title
Koichi NARASAKI	Senior Executive Vice President and Executive Officer in charge of Digital Business (Officer) in charge of Investment	Group CDO Senior Executive Vice President and Executive Officer in charge of Investment

5. Appointment of Senior Vice Presidents

[Effective June 1, 2025 (Planned)]

Name	New title
Masayuki KIMURA	Group CDO Executive Vice President

[Effective June 24, 2025 (Planned)]

Name	New title
Junsuke KOIKE	Group Deputy CFO Executive Vice President

6. Retiring Senior Vice Presidents

[Effective May 31, 2025 (Planned)]

Name	Current title
Albert CHU	Group Co-CDO Senior Vice President

[Effective June 23, 2025 (Planned)]

Name	Current title
Yuji KAWAUCHI	Executive Vice President

(Note) Yuji Kawauchi will assume the position of a director effective June 23, 2025.

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

[Effective June 23, 2025 (Planned)]

Name	Title
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 <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 of Sompo Japan Insurance>
Yasuki KUME	Senior Vice President <President of Sompo Himawari Life Insurance>
Takamitsu WASHIMI	Senior Vice President <President of Sompo Care>
Koichi NARASAKI	Senior Executive Vice President and Executive Officer
Yoshihiro UOTANI	Group CRO Senior Executive Vice President and Executive Officer
Masayuki KIMURA	Group CDO Executive Vice President
Kayoko SAKAI	Group CSuO Executive Vice President

Name	Title
Akiko MURAKAMI	Group CDaO Executive Vice President
Yoshiyasu SUZUKI	Group CIO Senior Vice President
David CAMPUTO	Group CAE Senior Vice President
Katsuyuki TAJIRI	Senior Vice President <Director and Deputy President of Sompo Japan Insurance>
Kenneth REILLY	Senior Vice President <Deputy President of Sompo Japan Insurance>
Katsuhito NAKAGAWA	Senior Vice President <President of Sompo Direct Insurance>
Hiroshi HORIE	Senior Executive Vice President
Nicolas BURNET	Executive Vice President
Junsuke KOIKE (Note)	Executive Vice President
Kayoko KOSAKA	Senior Vice President
Sina MARTENS	Senior Vice President
Hirofumi SHINJIN	Senior Vice President
Ryoko SHIMOKAWA	Senior Vice President
Yohei NAMIKI	Senior Vice President
Kazufumi WATANABE	Senior Vice President
Kyotaro HIROSE	Senior Vice President

(Note) Mr. Junsuke Koike will assume the position of Executive Vice President effective June 24, 2025.

*The official names of each position are as follows:

Group CEO :Group Chief Executive Officer
Group CFO :Group Chief Financial Officer
Group CHRO :Group Chief Human Resources Officer
Group CRO :Group Chief Risk Officer
Group CDO :Group Chief Digital 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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