Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Securities code: 8630
June 2, 2025

Notice to Shareholders

Sompo Holdings, Inc.
1-26-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo
Mikio Okumura, Group CEO,
Director, President and
Representative Executive Officer

Notice of Convocation of the 15th General Shareholders Meeting

Thank you all for your continued patronage.

The 15th General Shareholders Meeting of Sompo Holdings, Inc. (the "Company" or "we") will be held as shown below.

Please review the following Reference Materials for the General Shareholders Meeting. If not attending the meeting in person, shareholders are sincerely requested to exercise your voting rights either via the Internet or in writing (the Voting Rights Exercise Form).

Details of the Meeting

1. Date and Time: **Monday, June 23, 2025 at 10:00 a.m.**
(Reception opens at 9:00 a.m.)

2. Location: **Head Office, 2nd floor conference room**
Sompo Japan Insurance Inc.,
1-26-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo

3. Purpose:

Matters to be Reported

(1) The business report, the consolidated financial statements and the audit reports on the consolidated financial statements by the independent accounting auditors and the Audit Committee for Fiscal Year 2024 (April 1, 2024 to March 31, 2025)
(2) The financial statements for Fiscal Year 2024 (April 1, 2024 to March 31, 2025)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Resolution Matters

Company proposals (Proposal No. 1 and Proposal No. 2)
Proposal No. 1 Disposal of Retained Earnings
Proposal No. 2 Appointment of Thirteen Directors

Proposals from one shareholder who holds 333 voting rights (Proposals No. 3 through No. 11)
Proposal No. 3 Partial Amendment to the Articles of Incorporation
Proposal No. 4 Partial Amendment to the Articles of Incorporation
Proposal No. 5 Partial Amendment to the Articles of Incorporation
Proposal No. 6 Partial Amendment to the Articles of Incorporation
Proposal No. 7 Partial Amendment to the Articles of Incorporation
Proposal No. 8 Partial Amendment to the Articles of Incorporation
Proposal No. 9 Partial Amendment to the Articles of Incorporation
Proposal No. 10 Partial Amendment to the Articles of Incorporation
Proposal No. 11 Partial Amendment to the Articles of Incorporation
The Board of Directors opposes all proposals from No. 3 through No. 11.

* Any major changes in the hosting of the General Shareholders Meeting will be posted on our website (https://www.sompo-hd.com/en/).

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

To Our Shareholders

I would like to take this opportunity to thank shareholders for your continued patronage.

The Company and Sompo Japan Insurance Inc. (hereinafter “Sompo Japan”), a subsidiary of the Company, are earnestly working to restore the trust of all stakeholders through implementing the business improvement plans they formulated in FY2023.

With regard to the incident concerning the inappropriate management of insurance policy information by Sompo Japan, we have been taking recurrence prevention measures as announced in August 2024. Amid those efforts, Sompo Japan received a business improvement order from the Financial Services Agency in March 2025. Taking this fact seriously, we will again ensure thorough compliance with laws and regulations and customer protection.

To accelerate our initiatives under the Mid-Term Management Plan to “Increase Resilience” and to “Connect with customers and deliver connected services,” 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.

In pursuit of the sustainable enhancement of corporate value, and toward realizing SOMPO’s Purpose, “For a future of health, wellbeing and financial protection,” I continue spearheading the reforms of the Group.

Lastly, we hereby deliver to you notice of the convocation of the 15th General Shareholders Meeting of the Company.

I sincerely look forward to the continued support of shareholders.

Mikio Okumura,
Group CEO, Director, President and Representative Executive Officer

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

SOMPO's Purpose

"For a future of health, wellbeing and financial protection"

Description of Purpose

For a future of health, wellbeing and financial protection

Sompo prioritizes health, wellbeing and financial protection to create opportunities for everyone we serve, from individuals to enterprises.

In a rapidly changing world and shifting demographics that demand resilience and adaptability, we are steadfast in our commitment to build on insight and meticulously craft solutions for the future.

We leverage our deep collective expertise to connect across boundaries and beyond geographies, to deliver a collaborative and connected partnership that meets the unique aspirations and risk management needs of those we serve.

For a future of health, wellbeing and financial protection.

We are SOMPO Group.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Matters Regarding Measures for Electronic Provision

In convening this General Shareholders Meeting, we posted information that shall be included in the Reference Materials for the General Shareholders Meeting, etc. (matters presented through electronic provision) on the following websites (Measures for Electronic Provision) for your reference.

[The Company website]
https://www.sompo-hd.com/en/ir/stock/meeting/

[Tokyo Stock Exchange website (Listed Company Search)]
https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show
Please access the above Tokyo Stock Exchange website (Listed Company Search) and enter the issue name (Sompo Holdings) or securities code (8630), and then opt for “Basic information” and “Documents for public inspection/PR information” for verification.

Based on laws and regulations and Article 16 of the Articles of Incorporation of the Company, the following information is not presented in this convocation notice, but only on the website of the Company and the Tokyo Stock Exchange (Listed Company Search). The Audit Committee and the independent accounting auditors have audited documents subject to audits, including the following information.

1. “Status of Major Offices of the Corporate Groups” under “Matters Concerning the Current Status of the Insurance Holding Company,” “Matters Relating to Stock Acquisition Rights,” and “Basic Policy on Internal Controls” and “Matters Concerning Specified Wholly-Owned Subsidiary” under “Systems to Ensure the Appropriate Performance of the Business Operations and the Status of Implementation of the System” in the Business Report;
2. “Consolidated Statement of Changes in Net Assets” and “Notes to Consolidated Financial Statements”;
3. “Non-consolidated Statement of Changes in Net Assets” and “Notes to Non-consolidated Financial Statements.”

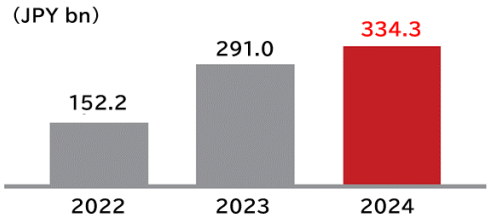
- Any amendments to the matters presented through electronic provision shall be presented on the website of the Company and the Tokyo Stock Exchange (Listed Company Search).

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Key points to be shared with shareholders

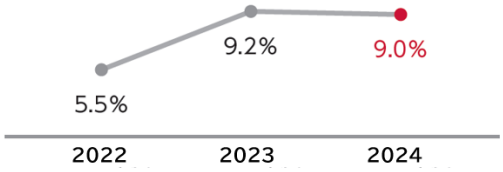
Financial highlights for FY2024

1. Adjusted consolidated profit (Billions of yen)



Adjusted consolidated profit hit a record high of 334.3 billion yen, owing to profit in the Domestic P&C Insurance Business being higher than initially planned, favorable investment income and disciplined underwriting in the Overseas Insurance and Reinsurance Business, and the impact of foreign exchange rates, among other factors.

2. Adjusted consolidated ROE



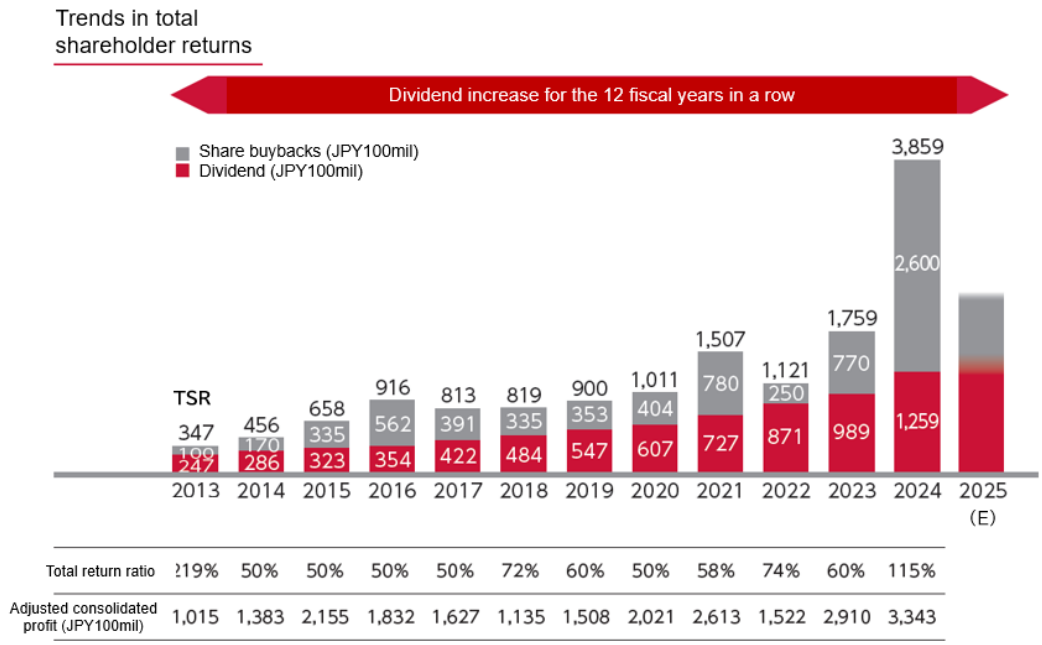
Although adjusted consolidated profit continues expanding, affected by increased net assets primarily due to weaker yen and higher stock prices, adjusted consolidated ROE for FY2024 came to 9.0%, roughly the same as the year-earlier level.

Note: Please see **Reference Shareholder returns** for the method of calculating the adjusted consolidated profit and adjusted consolidated ROE for FY2024.

3.Shareholder returns

The total return for the FY2024 results based on our shareholder return policy amounts to a record high of 385.9 billion yen. For FY2025, we expect to increase the dividend for the 12th consecutive year, to 150 yen per share (interim 75 yen, year-end 75 yen), an increase of 18 yen from the FY2024 dividend.

We aim to continue to provide attractive returns to shareholders based on our shareholder returns policy.



Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Note: Adjusted consolidated profit (excluding Domestic Life Insurance Business) is used as a denominator for calculating a total shareholder return ratio in and before FY2015. (The same shall apply throughout the document.)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

The Company's and Sompo Japan's efforts for restoring trust

Sompo Japan Insurance Inc. (hereinafter "Sompo Japan"), a subsidiary of the Company, received a business improvement order with regard to the incident concerning inappropriate insurance premium adjustments in December 2023, and then the Company and Sompo Japan received a business improvement order with regard to their response to fraudulent automobile insurance claims in January 2024, both of which were issued by the Financial Services Agency. Based on these business improvement orders, the Company and Sompo Japan are currently advancing recurrence prevention measures upon analysis of the true causes of these incidents.

Amid such efforts being undertaken, Sompo Japan received another business improvement order, concerning inappropriate management of insurance policy information, from the Financial Services Agency as of March 24, 2025. Taking this fact seriously, and to ensure that such incidents will never happen again, we will execute business improvement plans diligently and with a sense of speed and restore the trust of all stakeholders as soon as possible.

We will continue our tireless efforts across the SOMPO Group for realizing our Purpose, reforming the corporate culture, which is fundamental to implementing our Purpose, and developing human resources. Furthermore, we will also keep on enhancing our systems for more effective governance.

The spate of problems

- Responses to fraudulent automobile insurance claims
- Insurance premium adjustment practices
- Inappropriate management of insurance policy information

True causes of problems

Corporate culture

- Valuing company profits over customer protection and compliance
- Self-protection, a top-down culture, siloed thinking and blaming others
- Negative information is not escalated (Gap between the sales representatives and management)

Governance

- The management team lacking risk awareness and dysfunctional internal controls
- Claims payment management system
- Dysfunctional Compliance and Risk Management Divisions

Structural issues in non-life insurance industry

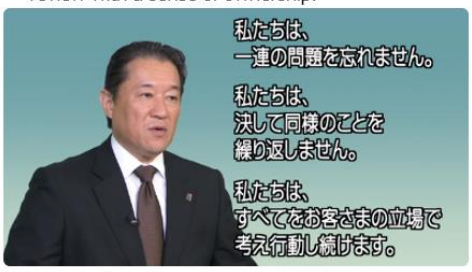
- A distorted competitive environment by cross-shareholding
- Excessive preferential treatment and personnel dispatch to agencies
- Conflicts of interest at agencies also operating as auto repair shops

Examples of initiatives taken by Sompo Japan

1. Initiatives on transformation of corporate culture

Set the month to review the past incidents

- Set November as the "month to review the past incidents"
- All workplace will review the spate of problems and consider how to act so as to become a company that thinks like a customer in every aspect of business.
- Sent a video message of the President to all offices across Japan to make all executives and employees review with a sense of ownership.



Established the handover room

- Established the "Handover room – learning from past lessons–" to never let the fact and memory of our losing the trust of society fade away, and embrace them with a sense of ownership
  *Handover room is only opened to the employees of SOMPO Group companies



©Tan Yamanouchi & AWGL

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

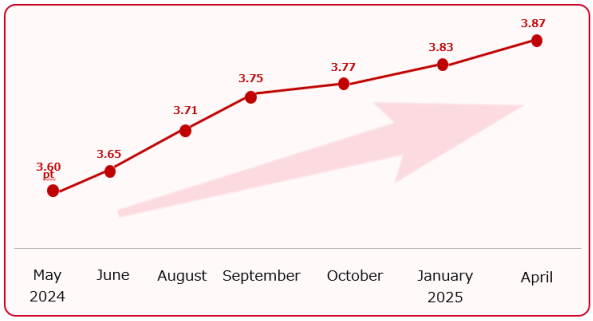
Data Gathering to Transform Culture

Gather data to understand the key status and actual conditions to reform corporate culture as the true causes of problems

"Culture change survey"

(indicators of awareness and action for culture transformation) has steadily improved

And we will continue to monitor the trend to review various measures and consider additional measures



Culture change survey

[Key questions] (on a scale of one to five)
Q. Do executives actively send out a message to employees and provide a chance to communicate?
Q. Do you share even negative information with your superiors and other departments without hesitation?

[Response status]
Average response rate: 91.8%
Average no. of respondents: 19,643

2. Initiatives to strengthen governance

Enhance management of claims payment division

Newly establish a designated division for fraudulent claims

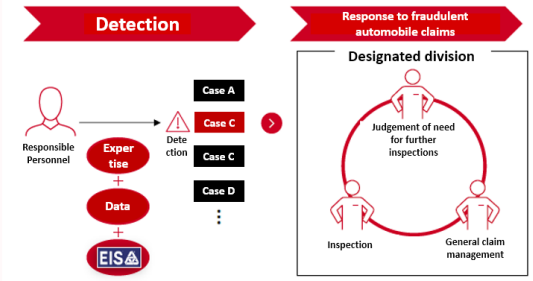
- A higher level of expertise and know-how are required than ever to respond to increasingly complex and sophisticated fraudulent insurance claims
- Establish a division designated to address cases where signs of fraudulent claims were detected in Apr. 2025

Introduced a system of EIS to detect fraudulent insurance claims

- Introduced a system provided by EIS* to detect fraudulent claims
- Refine the detection function of similar cases based on the vast data of historical claims payment analyzed by AI

*EIS: A leading provider of SaaS core platform based in San Francisco for the insurance industry.

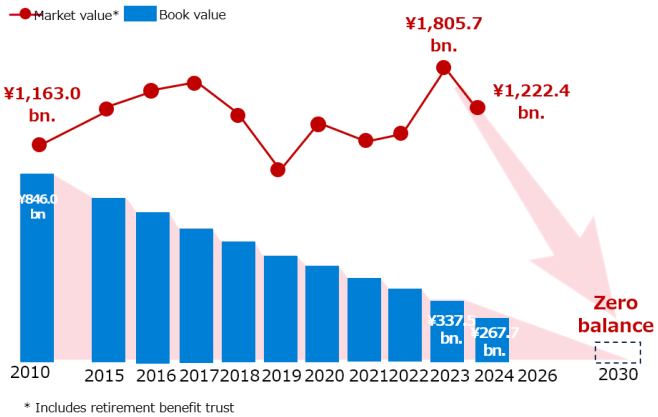
A framework responsive to fraudulent claims



3. Initiatives to solve structural issues

Reduce balance of strategic shareholdings

Balance of strategic shareholdings



* Includes retirement benefit trust

Latest reduction of strategic shareholdings (Market value)

The sales of strategic shareholdings was ¥429.3 bn as of Mar. 31, 2025.

With the sales of large-cap stocks, the reduction amount **doubled from the initial plan.**

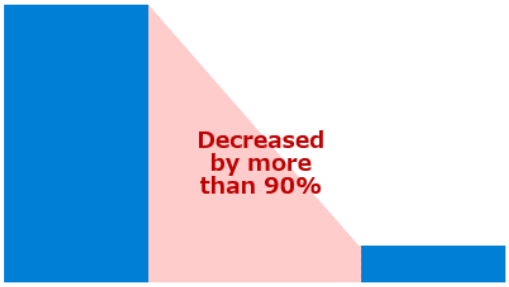
Issues concerning cross-holding stocks identified by the spate of problems

- The actual balance of strategic shareholdings affects the share and sales representatives of insurance companies are demotivated to engage in fair competition.
- May be a factor to hinder fair competition

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

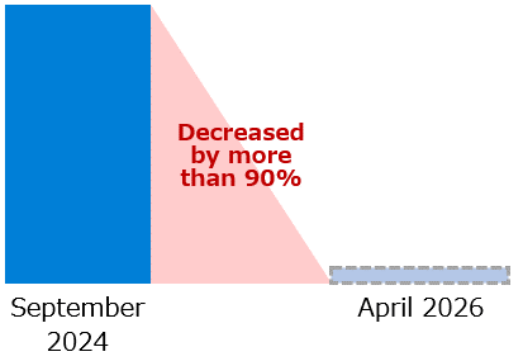
Abolish excessive preferential treatment

- More than 90% of agencies agreed to discontinue such treatment. Continue discussions with the remaining agencies towards discontinuation



A drastic review of personnel dispatch to agencies

- Prepared our guideline and abolished personnel dispatch that does not contribute to "Customer-oriented business operations."



4. The Company drastically strengthens the governance of Sompo Japan

- Transitioning Sompo Japan to a company with an audit and supervisory committee
- Strengthening the supervision over Sompo Japan (for example by appointing more officers of the Company to serve as directors of Sompo Japan and appointing the Group CEO to chair the Board of Directors of Sompo Japan)
- Constantly monitoring the management status of Sompo Japan and being directly involved in formulating measures (for example through integrated management by the Company and some of Sompo Japan's departments and mutual concurrent appointments of officers and employees)
- Performing effective internal audit with Group-wide consistency (by appointing a Group Chief Audit Executive [CAE] who is responsible for the Group's internal audit to strengthen the third line across the Group, including Sompo Japan)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Instructions concerning the Exercising of Voting Rights

1) Exercise your voting rights via the Internet

Deadline for Exercising Voting Rights June 20, 2025 (Friday) at 5:00 p.m. (Japan time)

Please go to the website for exercising voting rights shown below, and indicate your approval or disapproval with respect to each proposal by the deadline for exercising voting rights.

For Inquiries with Respect to the Exercise of Voting Rights via Internet:

For inquiries, please contact the following:

Stock Transfer Agency Department, Mizuho Trust & Banking Co., Ltd.

Telephone 0120-768-524 (Toll Free (from within Japan only))

Hours of Operation 9:00 a.m. – 9:00 p.m. (excluding Year-end and New Year's holidays)

Institutional investors may use the "Electronic Voting Platform" operated by ICJ, Inc. as a means to exercise their voting rights.

2) Exercise your voting rights by mail

Deadline for Exercising Voting Rights June 20, 2025 (Friday) at 5:00 p.m. (Japan time)

Please mark your approval or disapproval with respect to each proposal on the enclosed Voting Rights Exercise Form, and return it promptly **so that it is received by us by the deadline for exercising voting rights**.

Please note that the Voting Rights Exercise Form needs to be duly delivered to the Company by the deadline.

3) Exercise your voting rights by attending the General Shareholders Meeting

Date and Time of the Meeting June 23, 2025 (Monday) at 10:00 a.m. (Japan time)

Please bring and submit the enclosed Voting Rights Exercise Form to the reception desk of the meeting.

Shareholders in need of assistance for attending the meeting are kindly advised to call on the staff at the venue.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Matters related to Exercise of Voting Rights:

1 In the event that a shareholder exercises their voting rights using the Voting Rights Exercise Form and does not indicate approval or disapproval of each proposal, the absence of such indication shall be treated as a vote for approval for the Company proposals, and for disapproval for shareholder proposals.

2 If duplicate votes are exercised by using both the enclosed Voting Rights Exercise Form and the Internet, the vote cast using the Internet shall be treated as the effective vote.

3 If any shareholder casts duplicate or multiple votes via the Internet, the last vote cast shall be treated as the effective vote.

4 In the event that a shareholder exercises their voting rights through proxy, in accordance with Article 18 of the Articles of Incorporation of the Company, proxy eligibility shall be limited to one (1) of the shareholders having voting rights of the Company and the proxy shall submit documentation proving the power of proxy (such as a letter of proxy) to the reception counter at the meeting.
As a further means to prove the power of proxy, one of the following documents shall be submitted in addition to the letter of proxy which is signed and sealed by the proxy grantor:
1) the Voting Rights Exercise Form sent by the Company to the proxy grantor;
2) an original copy of the certificate of registered seal of the proxy grantor (the proxy grantor is required to affix the same registered seal to the relevant documentation such as letter of proxy); or
3) a copy of an official identification document issued by governmental agencies such as a driving license or a health insurance card by which the name and address of the proxy grantor can be confirmed.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Reference Materials for the General Shareholders Meeting

Proposals and reference matters

Company proposals

Proposal No. 1: Disposal of Retained Earnings

While maintaining financial soundness and improving capital efficiency by means such as investing in growth fields, the Company has a basic policy of paying stable dividends, with the option of share buybacks according to capital condition.
With respect to the year-end dividend of this period, the Company proposes, taking into consideration matters, such as financial conditions and the future operating environment, as follows.

Matters concerning year-end dividend:

1. Matters concerning allocation of assets to be distributed to shareholders, and the total amount thereof:
   Amount per share of common stock of the Company: 76 yen
   Total amount: 71,544,643,716 yen
   As a result of this, the amount of annual dividend of the current period will be 132 yen per share, inclusive of the amount of interim dividend of 56 yen per share.

2. Effective Date of dividend of retained earnings:
   June 24, 2025

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Proposal No. 2: Appointment of Thirteen Directors

The term of office of all thirteen directors will expire at the conclusion of this General Shareholders Meeting. Accordingly, we propose to appoint thirteen directors (including eight outside directors), in accordance with the decision made by the Nomination Committee.

The candidates for the positions of directors are listed below:

No.	Name	Current Position and Responsibilities at the Company	Others
1	Mikio OKUMURA	Group CEO, Director, President and Representative Executive Officer Overall management of the Group's operations (CEO)	Reappointment
2	Masahiro HAMADA	Group CFO, Director, Deputy President and Representative Executive Officer The Group's finance (Chief executive)	Reappointment
3	Shinichi HARA	Group CHRO, Director, Deputy President and Representative Executive Officer The Group's human resources (Chief executive) In charge of Legal Affairs	Reappointment
4	Scott Trevor DAVIS	Director (Outside Director) Nomination Committee Member (Chair) Compensation Committee Member	Reappointment Outside Independent Outside Director
5	Isao ENDO	Director (Outside Director) Nomination Committee Member Compensation Committee Member	Reappointment Outside Independent Outside Director
6	Kazuhiro HIGASHI	Director (Outside Director) Chairman of the Board of Directors Nomination Committee Member Compensation Committee Member	Reappointment Outside Independent Outside Director
7	Misuzu SHIBATA	Director (Outside Director) Audit Committee Member (Chair)	Reappointment Outside Independent Outside Director
8	Takashi NAWA	Director (Outside Director) Nomination Committee Member Compensation Committee Member	Reappointment Outside Independent Outside Director

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

No.	Name	Current Position and Responsibilities at the Company	Others
9	Meyumi YAMADA	Director (Outside Director) Compensation Committee Member (Chair) Nomination Committee Member	Reappointment Outside Independent Outside Director
10	Masayuki WAGA	Director (Outside Director) Audit Committee Member	Reappointment Outside Independent Outside Director
11	Toru KAJIKAWA	Director (Outside Director) Audit Committee Member	Reappointment Outside Independent Outside Director
12	Yuji KAWAUCHI		New appointment
13	Shinobu IMAMURA		New appointment

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

■Policies for Appointment of Directors

Directors are appointed based on: I. Selection criteria that reflect the Comprehensive Guidelines for Supervision of Insurance Companies; and II. Their alignment with SOMPO's values (Integrity, Self-motivation, and Diversity), which serve as the foundation for decisions and actions to achieve SOMPO's Purpose. Outside Directors are selected based on I. "Ability Requirements", II. "Standards regarding Independence of Outside Directors", and III. "Requirements for Terms of Office".

(1) Ability Requirements

The Company selects Outside Directors from corporate executives, academic experts, and legal professionals who have a wide range of knowledge and experiences in various fields or individuals who have expert knowledge of finance and accounting.

In addition, the appointment shall require him/her to be in a position where he/she is able to devote the time and effort necessary to fulfill the role and responsibilities of Director appropriately.

(2) Standards regarding Independence of Outside Directors

The Company will determine the independence from the Company of Outside Directors based on the matters set forth below:

1) Personal Relationships: A kinship between the candidate and any officer or employee of the Group, status of mutual appointments of officers between the Company and the company which the candidate is originally from.
2) Capital Relationships: The holding of shares in the Company by the candidate and the status of shareholding by the Group.
3) Business Relationships: Business transactions or donations between the Group and the candidate.
4) Significant interests other than the above.

(3) Requirements for Terms of Office

If the total terms of office as Outside Director or Outside Audit & Supervisory Board Member of the Company exceeds eight years, the Company will carefully consider whether there are any positive reasons for reappointment, and if there are any reasons, the Company shall not preclude reappointment.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Reference: Expected roles, skills and areas of expertise for directors>

- Toward the realization of the “SOMPO’s Purpose,” the Company aims to “increase resilience” and implement “strategies to connect with customers and deliver connected services” to fulfill customer needs beyond insurance and deliver value to society.
- This will help us achieve capital efficiency comparable with global peers and double digit level EPS (Earnings Per Share) growth.
- In order to achieve these, the Board of Directors is composed mainly of outside directors, with the aim of making objective judgments on management issues and other matters from diverse and independent perspectives, by appointing directors in consideration of diversity, including gender and internationality.

*The committee members scheduled to assume office in the table below are those candidates who will assume office if Proposal 2 “Appointment of Thirteen Directors” is approved and adopted.

						
Name	Mikio OKUMURA	Masahiro HAMADA	Shinichi HARA	Scott Trevor DAVIS	Isao ENDO	Kazuhiro HIGASHI
Reappointment/ New appointment	Reappointment	Reappointment	Reappointment	Reappointment	Reappointment	Reappointment
Positions, and committees to be appointed	Director	Director	Director	Independent Outside Director Nomination Committee Compensation Committee	Independent Outside Director Nomination Committee Compensation Committee	Independent Outside Director Nomination Committee Compensation Committee
Expected roles, skills and areas of expertise for director candidates						
1) Business strategy	●	●	●	●	●	●
2) Global management	●	●	●	●	●	●
3) ESG, SDGs		●		●		●
4) Transformation strategies	●	●	●	●	●	●
5) Digital	●	●			●	
6) Talent strategy	●		●	●	●	●
7) Finance, accounting	●	●	●		●	●
8) Corporate governance	●	●	●	●		●
9) Legal, risk management	●		●			●

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

							
Name	Misuzu SHIBATA	Takashi NAWA	Meyumi YAMADA	Masayuki WAGA	Toru KAJIKAWA	Yuji KAWAUCHI	Shinobu IMAMURA
Reappointment/ New appointment	Reappointment	Reappointment	Reappointment	Reappointment	Reappointment	New appointment	New appointment
Positions, and committees to be appointed	Independent Outside Director Audit Committee	Independent Outside Director Nomination Committee Compensation Committee	Independent Outside Director Nomination Committee Compensation Committee	Independent Outside Director Audit Committee	Independent Outside Director Audit Committee	Director Audit Committee	Director Audit Committee
Expected roles, skills and areas of expertise for director candidates							
1) Business strategy	●	●	●	●	●	●	●
2) Global management	●	●	●	●	●	●	●
3) ESG, SDGs	●	●	●	●			
4) Transformation strategies		●	●	●		●	●
5) Digital		●	●				
6) Talent strategy		●		●	●		
7) Finance, accounting			●	●	●		●
8) Corporate governance	●	●	●	●	●	●	●
9) Legal, risk management	●			●	●		●

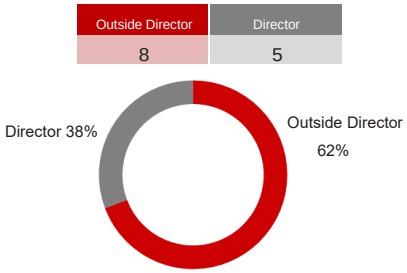
*Details of each skill and area of expertise are as follows. The above table shows skills and areas of expertise particularly expected for each candidate and does not indicate all of the skills and areas of expertise possessed by each candidate.

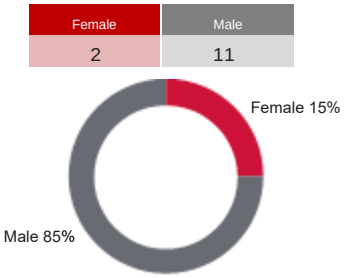
Items 1) and 2): Skills and areas of expertise where in principle all directors are expected to provide useful advice and supervision to the executive sector.

Items 3) through 9): Skills and areas of expertise where each director is expected to provide useful advice and supervision to the executive sector based on his or her insight and professional knowledge gained through experience.

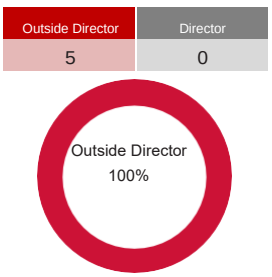
(Diversity of the Board of Directors)

1. Directors Overall

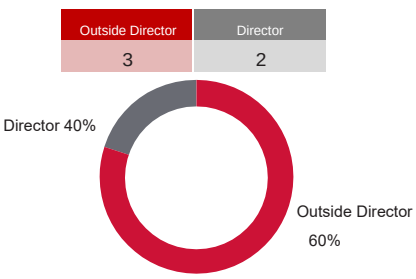




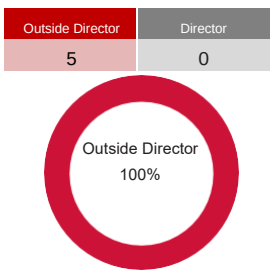
2. Nomination Committee



3. Audit Committee



4. Compensation Committee



Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidates for directors (thirteen individuals)

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
1	Mikio OKUMURA (Nov. 23, 1965) Reappointment	<Summarized Resume, Position> Apr. 1989 Joined The Yasuda Fire & Marine Insurance Co., Ltd. Apr. 2006 Joined FinTech Global Incorporated Dec. 2007 Member of the Board, Head of Investment Banking Division of FinTech Global Incorporated Apr. 2015 Executive Officer, General Manager, Corporate Planning Department of the Company Apr. 2016 Executive Officer of the Company Jun. 2016 Director, Executive Officer of the Company Jul. 2016 Representative Director and President of Sompo Care Inc. Apr. 2017 CEO of Nursing Care & Healthcare Business, Director, Managing Executive Officer of the Company Jul. 2017 Representative Director, Chairman and Executive Officer of Sompo Care Message Inc. Representative Director, Chairman and Executive Officer of Sompo Care Next Inc. Mar. 2019 Director of Sompo International Holdings Ltd. Apr. 2019 Group CSO, Director, Managing Executive Officer of the Company Jun. 2019 Group CSO, Executive Vice President and Executive Officer of the Company Jan. 2020 Group Co-CSO, Executive Vice President and Executive Officer of the Company Chief Executive Officer of Sompo International Holdings Ltd. Apr. 2021 Group Co-CSO, Senior Executive Vice President and Executive Officer of the Company Sep. 2021 Director of Sompo International Holdings Ltd. (current position) Apr. 2022 Group COO, President and Representative Executive Officer of the Company Jun. 2022 Group COO, Director, President and Representative Executive Officer of the Company Apr. 2024 Group CEO, Director, President and Representative Executive Officer of the Company (current position) Director of Sompo Japan Insurance Inc. (current position) <Responsibilities in the Company> Overall management of the Group's operations (CEO) <Significant positions concurrently held> Director of Sompo International Holdings Ltd. Director of Sompo Japan Insurance Inc. <Number of years in office as director (at the end of this General Shareholders Meeting)> 3 years <Record of attendance at meetings of the Board of Directors in Fiscal 2024> 14 out of 14 (100%) <Reasons for selection as a candidate for director> Mr. Mikio OKUMURA, following experience of participating in the management of various divisions namely Domestic P&C Insurance Business, Overseas Insurance and Reinsurance Business, and Nursing Care Business, has high level knowledge and experience regarding various business fields of the SOMPO Group. He took office as Group CSO (Chief Strategy Officer) in 2019, as Group COO (Chief Operating Officer), President and Representative Executive Officer in 2022, and as Group CEO (Chief Executive Officer), President and Representative Executive Officer of the Company since 2024. He has high level knowledge and experience regarding various business fields of	12,900 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

		the SOMPO Group. With his abundant experience and achievements, he is expected to reinforce the supervisory and decision-making functions of the Board of Directors. Accordingly, he was re-selected as a candidate for director.	

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
2	Masahiro HAMADA (Dec. 18, 1964) Reappointment	<Summarized Resume, Position> Apr. 1988 Joined The Yasuda Fire & Marine Insurance Co., Ltd. Apr. 2016 Executive Officer, General Manager, Corporate Planning Department of the Company Apr. 2018 Group CSO, Group CIO, Managing Executive Officer of the Company Jun. 2018 Group CSO, Group CIO, Director, Managing Executive Officer of the Company Apr. 2019 Group CFO, Group CIO, Director, Managing Executive Officer of the Company Director of Sompo Care Inc. Jun. 2019 Group CFO, Group CIO, Executive Vice President and Executive Officer of the Company Jan. 2020 Group CFO, Group Co-CSO, Group CIO, Executive Vice President and Executive Officer of the Company Apr. 2020 Group CFO, Group Co-CSO, Executive Vice President and Executive Officer of the Company Apr. 2021 Group CFO, Group Co-CSO, Senior Executive Vice President and Executive Officer of the Company Jul. 2021 Director of SOMPO Light Vortex, Inc. (current position) Apr. 2022 Group CFO, Group CSO, Senior Executive Vice President and Executive Officer of the Company Director of Sompo Himawari Life Insurance Inc. (current position) Apr. 2024 Group CFO, Senior Executive Vice President and Executive Officer of the Company Director of Sompo Japan Insurance Inc. (current position) Jun. 2024 Group CFO, Director, Senior Executive Vice President and Representative Executive Officer of the Company Apr. 2025 Group CFO, Director, Deputy President and Representative Executive Officer of the Company (current position) <Responsibilities in the Company> The Group's finance (Chief executive) <Significant positions concurrently held> Director of SOMPO Light Vortex, Inc. Director of Sompo Himawari Life Insurance Inc. Director of Sompo Japan Insurance Inc. <Number of years in office as director (at the end of this General Shareholders Meeting)> 1 year <Record of attendance at meetings of the Board of Directors in Fiscal 2024> 11 out of 11 (100%) <Reasons for selection as a candidate for director> Mr. Masahiro HAMADA, with working experience in corporate planning and products sections at the Domestic P&C Insurance Business, took office as Group CSO (Chief Strategy Officer) and Group CIO (Chief Information Officer) in 2018, and as Group CFO (Chief Finance Officer) at the Company since 2019. He has high level knowledge and experience regarding management strategies and financial strategies of the entire SOMPO Group. With his abundant experience and achievements, he is expected to reinforce the supervisory and decision-making functions of the Board of Directors. Accordingly, he was re-selected as a candidate for director.	16,800 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
3	Shinichi HARA (Apr. 14, 1965) Reappointment	<Summarized Resume, Position> Apr. 1988 Joined The Yasuda Fire & Marine Insurance Co., Ltd. Aug. 2017 Executive Officer, General Manager, Global Business Planning Department of the Company Executive Officer, General Manager, Global Business Planning Department of Sompo Japan Nipponkoa Insurance Inc. Apr. 2019 Group CHRO, Managing Executive Officer of the Company Jun. 2019 Group CHRO, Executive Vice President and Executive Officer of the Company Apr. 2022 Group CHRO, Senior Executive Vice President and Executive Officer of the Company Jun. 2022 Director of Sompo International Holdings Ltd. (current position) Sep. 2023 Group CHRO, Group CERO, Senior Executive Vice President and Executive Officer of the Company Apr. 2024 Group CHRO, Senior Executive Vice President and Executive Officer of the Company Jun. 2024 Group CHRO, Director, Senior Executive Vice President and Representative Executive Officer of the Company Apr. 2025 Group CHRO, Director, Deputy President and Representative Executive Officer of the Company (current position) <Responsibilities in the Company> The Group's human resources (Chief executive) In charge of Legal Affairs <Significant positions concurrently held> Director of Sompo International Holdings Ltd. <Number of years in office as director (at the end of this General Shareholders Meeting)> 1 year <Record of attendance at meetings of the Board of Directors in Fiscal 2024> 11 out of 11 (100%) <Reasons for selection as a candidate for director> Mr. Shinichi HARA, with working experience in a financial section at the Domestic P&C Insurance Business and in the Overseas Insurance and Reinsurance Business, took office as Group CHRO (Chief Human Resource Officer) in 2019 at the Company. He has high level knowledge and experience regarding the business strategies, human resources strategies and financial strategies of the SOMPO Group. With his abundant experience and achievements, he is expected to reinforce the supervisory and decision-making functions of the Board of Directors. Accordingly, he was re-selected as a candidate for director.	10,750 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
4	Scott Trevor DAVIS (Dec. 26, 1960) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 2001 Professor of the International Business Administration Department, the International School of Economics and Business Administration of Reitaku University May 2004 Director of Ito-Yokado Co., Ltd. Sep. 2005 Director of Seven & i Holdings Co., Ltd. Mar. 2006 Audit & Supervisory Board Member of Nissen Co., Ltd. Apr. 2006 Professor of the Department of Global Business, College of Business, Rikkyo University (current position) Mar. 2011 Member of the Board of Bridgestone Corporation (current position) Jun. 2014 Director of the Company (current position) Jun. 2023 Member of the Board of Ajinomoto Co., Inc. (current position) <Significant positions concurrently held> Professor of the Department of Global Business, College of Business, Rikkyo University Member of the Board of Bridgestone Corporation (Outside Director) Member of the Board of Ajinomoto Co., Inc. (Outside Director) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 11 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Nomination Committee: 10 out of 11 (91%) Meetings of the Compensation Committee: 11 out of 12 (92%) <Reasons for selection as a candidate for outside director and expected roles> Mr. Scott Trevor DAVIS has broad knowledge as an erudite scholar and provided appropriate advice to the Company from global perspectives, through his research on strategic management, ESG and CSR at the university, in terms of reinforcing the supervisory and decision-making functions of the Board of Directors, and is expected to play an active role in these areas. Despite a lack of experience in participation in corporate management other than by serving as outside director or outside audit & supervisory board member, he was re-selected as a candidate for outside director due to the reasons mentioned above.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
5	Isao ENDO (May 8, 1956) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 1979 Joined Mitsubishi Electric Corporation Oct. 1988 Joined The Boston Consulting Group Inc. Oct. 1992 Joined Andersen Consulting Oct. 1996 Partner of Andersen Consulting Sep. 1997 Partner and Director of Booz Allen Hamilton May 2000 Managing Partner of Roland Berger Ltd. Apr. 2006 Chairman of Roland Berger Ltd. Professor of the Graduate School of Commerce, Waseda University May 2011 Director of Ryohin Keikaku Co., Ltd. Mar. 2013 Audit & Supervisory Board Member of Yamaha Motor Co., Ltd. Jun. 2014 Director of the Company (current position) Director of Nisshin Steel Co., Ltd. Mar. 2015 Director of DreamArts Corporation (current position) Feb. 2021 Director of NEXTAGE Co., Ltd. (current position) Jun. 2023 Director of TANAKA Holdings Co., Ltd. (now TANAKA PRECIOUS METAL GROUP Co., Ltd.) (current position) <Significant positions concurrently held> Director of DreamArts Corporation (Outside Director) Director of NEXTAGE Co., Ltd. (Outside Director) Director of TANAKA PRECIOUS METAL GROUP Co., Ltd. (Outside Director) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 11 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Nomination Committee: 10 out of 11 (91%) Meetings of the Compensation Committee: 10 out of 12 (83%) <Reasons for selection as a candidate for outside director and expected roles > Mr. Isao ENDO has practical experience at a global consulting firm, in addition to broad insight based on academic knowledge as a graduate school professor, as well as abundant experience as a company manager. He has provided appropriate advice on the management of the Company, especially through his deep and diversified perspective gained through his practical research on “hands-on capabilities,” and can be expected to reinforce the supervising and decision-making functions of the Board of Directors. Accordingly, he was re-selected as a candidate for outside director.	4,300 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
6	Kazuhiro HIGASHI (April 25, 1957) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 1982 Joined Saitama Bank, Ltd. (now Resona Group) Jun. 2005 Outside Director of Resona Trust & Banking Co., Ltd. Jun. 2009 Director, Deputy President and Executive Officer of Resona Holdings, Inc. Apr. 2011 Director, Deputy President and Representative Executive Officer of Resona Holdings, Inc. Apr. 2012 Representative Director, Deputy President and Executive Officer of Resona Bank, Limited Apr. 2013 Director, President and Representative Executive Officer of Resona Holdings, Inc. Representative Director, President and Executive Officer of Resona Bank, Limited Apr. 2017 Chairman of the Board, President and Representative Director of Resona Bank, Limited Jun. 2017 Chairman of Osaka Bankers Association Nov. 2017 Vice Chairman of The Osaka Chamber of Commerce and Industry (current position) Apr. 2018 Chairman of the Board, President and Representative Director, Executive Officer of Resona Bank, Limited Apr. 2020 Chairman and Director of Resona Holdings, Inc. Chairman and Director of Resona Bank, Limited Jun. 2020 Director of the Company (current position) Jun. 2021 Director of Honda Motor Co., Ltd. (current position) <Significant positions concurrently held> Vice Chairman of The Osaka Chamber of Commerce and Industry Director of Honda Motor Co., Ltd. (Outside Director) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 5 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Nomination Committee: 11 out of 11 (100%) Meetings of the Compensation Committee: 12 out of 12 (100%) <Reasons for selection as a candidate for outside director and expected roles> Having experience in finance and corporate management, among others, in the banking business, Mr. Kazuhiro HIGASHI took office as Director, President and Representative Executive Officer of Resona Holdings, Inc. and Representative Director, President and Executive Officer of Resona Bank, Limited in 2013. He has served numerous key positions in the business community including Chairman of Osaka Bankers Association and Vice Chairman of The Osaka Chamber of Commerce and Industry. With his abundant knowledge and experience as a top-level executive of large-scale corporations, he has provided appropriate advice to the Company in terms of reinforcing the supervisory and decision-making functions of the Board of Directors, and is expected to play an active role in these areas. In addition, as Chairman of the Board of Directors, he also contributes to increasing effectiveness of the Board of Directors through conducting meetings in a way that facilitates more substantive discussion. Accordingly, he was re-selected as a candidate for outside director.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
7	Misuzu SHIBATA (July 25, 1974) *Ms. Misuzu SHIBATA's registered name is Misuzu KOYAMA. Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Oct. 2000 Registered as attorney-at-law Nov. 2001 NS Law Office, partner lawyer (current position) Oct. 2007 Fixed-term civil servant at the Financial Services Agency, Supervision Bureau, Planning and Management Division, Deposit Insurance and Resolution Framework Office Apr. 2017 Practicing-attorney-professor for civil advocacy of the Legal Training and Research Institute of Japan Jun. 2017 Director of DELICA FOODS HOLDINGS CO., LTD. (current position) Jun. 2020 Director of the Company (current position) Director of SPACE VALUE HOLDINGS CO., LTD. Mar. 2023 Director of PILOT CORPORATION (current position) <Significant positions concurrently held> Attorney at law Director of DELICA FOODS HOLDINGS CO., LTD. (Outside Director) Director of PILOT CORPORATION (Outside Director) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 5 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Audit Committee: 15 out of 15 (100%) <Reasons for selection as a candidate for outside director and expected roles> Ms. Misuzu SHIBATA has abundant knowledge and experience as a legal expert and has provided appropriate advice to the Company on governance, diversity, equity & inclusion, in terms of reinforcing the supervisory and decision-making functions of the Board of Directors, and is expected to play an active role in these areas. Despite a lack of experience in corporate management other than serving as an outside director in the past, she was re-selected as a candidate for outside director due to the reasons mentioned above.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
8	Takashi NAWA (June 8, 1957) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 1980 Joined Mitsubishi Corporation Apr. 1991 Joined McKinsey & Company Jun. 2010 Professor of Graduate School of International Corporate Strategy, Hitotsubashi University (now School of International Corporate Strategy, Hitotsubashi University Business School) President of Genesys Partners, Inc. (current position) Sep. 2010 Senior Advisor of Boston Consulting Group Jun. 2011 Member of the Board of NEC Capital Solutions Limited (current position) Nov. 2012 Director of FAST RETAILING CO., LTD. Jun. 2014 Member of the Board of DENSO CORPORATION Jun. 2015 Member of the Board of Ajinomoto Co., Inc. Apr. 2018 Guest Professor of School of International Corporate Strategy, Hitotsubashi University Business School (current position) Jun. 2020 Director of the Company (current position) Apr. 2022 Advisor of Sumitomo Mitsui Trust Bank, Limited (current position) Professor, Division of Business Administration, Graduate School of Business Administration, Kyoto University of Advanced Science (current position) Jun. 2022 Audit & Supervisory Board Member of The Asahi Shimbun Company (current position) <Significant positions concurrently held> President of Genesys Partners, Inc. Member of the Board of NEC Capital Solutions Limited (Outside Director) Guest Professor of School of International Corporate Strategy, Hitotsubashi University Business School Advisor of Sumitomo Mitsui Trust Bank, Limited Professor, Division of Business Administration, Graduate School of Business Administration, Kyoto University of Advanced Science Audit & Supervisory Board Member of The Asahi Shimbun Company (Outside Audit & Supervisory Board Member) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 5 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 13 out of 14 (93%) Meetings of the Nomination Committee: 11 out of 11 (100%) Meetings of the Compensation Committee: 11 out of 12 (100%) <Reasons for selection as a candidate for outside director and expected roles> Having practical experience in a major Japanese trading company and global consulting firms, Mr. Takashi NAWA was appointed professor of Graduate School of International Corporate Strategy at Hitotsubashi University in 2010, and currently is a guest professor of International Corporate Strategy, Hitotsubashi University Business School. With his abundant business experience as a management consultant, combined with his profound academic knowledge from a global perspective, he has provided appropriate advice to the Company in terms of reinforcing the supervisory and decision-making functions of the Board of Directors, and is expected to play an active role in these areas. Accordingly, he was re-selected as a candidate for outside director.	1,400 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
9	Meyumi YAMADA (Aug. 30, 1972) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 1995 Joined KOEI KOGYO Co., Ltd May 1997 Joined Kiss Me Cosmetics Co., Ltd. Jul. 1999 Representative Director of istyle LLC Apr. 2000 Representative Director of istyle Inc. Dec. 2009 Director of istyle Inc. (current position) May 2012 Representative Director and President of Cyberstar Co., Ltd. Sep. 2016 Director of Eat Smart, Inc. Jun. 2017 Director of JAPAN POST INSURANCE Co., Ltd. Director of SEINO HOLDINGS CO., LTD. (current position) Nov. 2019 Director of IS Partners Inc. Jun. 2021 Director of the Company (current position) May 2022 Director of Seven & i Holdings Co., Ltd. (current position) <Significant positions concurrently held> Director of istyle Inc. Director of Seven & i Holdings Co., Ltd. (Outside Director) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 4 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Nomination Committee: 11 out of 11 (100%) Meetings of the Compensation Committee: 12 out of 12 (100%) <Reasons for selection as a candidate for outside director and expected roles> In addition to her entrepreneurial and business management experience, Ms. Meyumi YAMADA has a wealth of practical business experience in marketing, including digital marketing. She possesses a high level of knowledge, having served on government-related committees including councils related to industrial structure and information and communications of the Ministry of Internal Affairs and Communications and the Ministry of Economy, Trade and Industry, and by participating in policy formulation. Drawing on such knowledge, she has provided appropriate advice to the Company in terms of reinforcing the supervisory and decision-making functions of the Board of Directors. She is also actively involved in initiatives on women's empowerment in the workplace, and provides valuable advice on diversity, equity & inclusion, an important strategy of the Company, and is expected to play an active role in these areas. Accordingly, she was re-selected as a candidate for outside director.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
10	Masayuki WAGA (Apr. 10, 1958) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Apr. 1981 Joined Mitsubishi Kasei Corporation Jun. 2009 Managing Director of MCC PTA Asia Pacific Private Company Limited Managing Director of Mitsubishi Chemical Singapore Pte Ltd Managing Director of Mitsubishi Chemical (Thailand) Co., Ltd. Apr. 2011 Associate Director and General Manager, Corporate Strategy Office of Mitsubishi Chemical Holdings Corporation Jun. 2012 Executive Officer, General Manager, Corporate Strategy Office of Mitsubishi Chemical Holdings Corporation Apr. 2013 Executive Officer, Chief Operation Officer, Performance Products Division of Mitsubishi Chemical Corporation Apr. 2015 Managing Executive Officer, Chief Operation Officer, Performance Products Division of Mitsubishi Chemical Corporation Apr. 2017 Managing Executive Officer, Chief Operating Officer, Information, Electronics & Display Business Domain of Mitsubishi Chemical Corporation Apr. 2018 Representative Director, Director of the Board, President and Chief Executive Officer of Mitsubishi Chemical Corporation Apr. 2022 Director of the Board of Mitsubishi Chemical Corporation Jun. 2022 Director of the Company (current position) Jan. 2025 Executive Officer of Spiber Inc. Mar. 2025 Chairman of the Board and Representative Executive Officer of Spiber Inc. (current position) <Significant positions concurrently held> Chairman of the Board and Representative Executive Officer of Spiber Inc. <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 3 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Audit Committee: 15 out of 15 (100%) <Reasons for selection as a candidate for outside director and expected roles> Mr. Masayuki WAGA served in executive posts in various business domains both in Japan and abroad, as well as head office divisions at Mitsubishi Chemical Corporation, assuming the office of Representative Director, Director of the Board, President and Chief Executive Officer in 2018. He has experience in managing global organization, and driving transformation in human resources system and corporate culture. Based on his own experience and achievements as the top management of a large business, he is expected to provide precious advice on the business strategies, global management, and transformation strategies of the Company. Accordingly, he was re-selected as a candidate for outside director.	600 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
11	Toru KAJIKAWA (Sep. 24, 1951) Reappointment Outside Director Candidate Independent Outside Director	<Summarized Resume, Position> Oct. 1976 Joined Chuo Audit Corporation *(Chuo Kaikei Jimusho*) Sep. 1979 Registered as Certified Public Accountant May 1990 Audit & Supervisory Board Member of Kakiyasu Honten Co., Ltd. Sep. 1990 Representative Partner of Taiyo Audit Corporation Jun. 1997 Audit & Supervisory Board Member of Kakiyasu Honten Co., Ltd. (current position) Jul. 2000 Managing Partner of Taiyo Audit Corporation Apr. 2005 Professor of Aoyama Gakuin University Graduate School Apr. 2010 Visiting Professor of Aoyama Gakuin University Graduate School Jun. 2014 Audit & Supervisory Board Member of Kikkoman Corporation (current position) Jul. 2014 Chairman and Representative Employee of Taiyo ASG LLC Mar. 2017 Audit & Supervisory Board Member of MITSUBISHI PENCIL CO., LTD. (current position) Jun. 2023 Director of the Company (current position) Jul. 2023 Chairman of Grant Thornton Taiyo LLC (current position) <Number of years in office as outside director (at the end of this General Shareholders Meeting)> 2 years <Record of attendance at meetings in Fiscal 2024> Meetings of the Board of Directors: 14 out of 14 (100%) Meetings of the Audit Committee: 15 out of 15 (100%) <Significant positions concurrently held> Certified Public Accountant Chairman of Grant Thornton Taiyo LLC Audit & Supervisory Board Member of Kakiyasu Honten Co., Ltd. (Outside Audit & Supervisory Board Member) Audit & Supervisory Board Member of Kikkoman Corporation (Outside Audit & Supervisory Board Member) Audit & Supervisory Board Member of MITSUBISHI PENCIL CO., LTD. (Outside Audit & Supervisory Board Member) <Reasons for selection as a candidate for outside director and expected roles> Mr. Toru KAJIKAWA has abundant experience as a manager serving as Chairman of Grant Thornton Taiyo LLC, on top of his professional insight and experience as a certified public accountant. He has experience as an accountant providing advice on audit and management of companies of all sizes in various industries, as well as abundant knowledge and experience as a manager of an audit firm, and is expected to provide valuable advice in areas such as corporate governance of the Company. Accordingly, he was re-selected as a candidate for outside director.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
12	Yuji KAWAUCHI (Dec. 24, 1965) New appointment	<Summarized Resume, Position> Apr. 1988 Joined The Yasuda Fire & Marine Insurance Co., Ltd. Apr. 2017 Executive Officer of the Company Executive Officer, General Manager, Global Business Planning Department of Sompo Japan Nipponkoa Insurance Inc. President and Director of Sompo Holdings (Asia) Pte. Ltd. Apr. 2019 Managing Executive Officer, General Manager, Global Business Planning Department of the Company Managing Executive Officer, General Manager, Global Business Planning Department of Sompo Japan Nipponkoa Insurance Inc. Jun. 2019 Executive Vice President and Executive Officer, General Manager, Global Business Planning Department of the Company Jan. 2020 Director of Sompo International Holdings Ltd. Apr. 2021 Executive Vice President, General Manager, Global Business Planning Department of the Company Apr. 2022 Executive Vice President, General Manager, Global Business Department of the Company Jul. 2022 Executive Vice President, General Manager, Global Business Department of the Company Managing Executive Officer, General Manager, Global Business Planning Department of Sompo Japan Insurance Inc. (current position) Oct. 2022 Executive Vice President, supervising new business (other than P&C insurance) in Asia and others of the Company Apr. 2024 Executive Vice President, in charge of Wellbeing Business (Overseas), of the Company Apr. 2025 Executive Vice President, Executive Assistant to Group CEO of the Company (current position) <Number of years in office as director (at the end of this General Shareholders Meeting)> - <Reasons for selection as a candidate for director> Mr. Yuji KAWAUCHI, with working experience in corporate sales in the Domestic P&C Insurance Business and in the Overseas Insurance and Reinsurance Business, took office as Executive Officer of the Company who supervises business in South Asia and President and Director of Sompo Holdings (Asia) Pte. Ltd. in 2017 and later as Director of Sompo International Holdings Ltd. in 2020. He has high level knowledge and experience regarding the Overseas Insurance and Reinsurance Business of the SOMPO Group. With his abundant experience and achievements, he is expected to reinforce the supervisory and decision-making functions of the Board of Directors. Accordingly, he was selected as a candidate for new director.	13,000 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Candidate No.	Name (Date of Birth)	Summarized Resume, Position, Responsibilities, Significant Positions Concurrently Held and Others	Number of Shares of the Company Owned by Candidate (As of March 31, 2025)
13	Shinobu IMAMURA (Feb. 13, 1973) New appointment	<Summarized Resume, Position> Apr. 1995 Joined The Yasuda Fire & Marine Insurance Co., Ltd. Apr. 2021 General Manager, Risk Management Department of the Company Apr. 2025 Director (Full-time Audit & Supervisory Committee Member) of Sompo Japan Insurance Inc. (current position) <Number of years in office as director (at the end of this General Shareholders Meeting)> - <Significant position concurrently held> Director (Full-time Audit & Supervisory Committee Member) of Sompo Japan Insurance Inc. <Reasons for selection as a candidate for director> Mr. Shinobu IMAMURA, with about 25 years of working experience and achievements in financial sections and risk management sections at the Company and Sompo Japan Insurance Inc., has high level knowledge regarding the control functions of the SOMPO Group. He took office as Director (Full-time Audit & Supervisory Committee Member) of Sompo Japan Insurance Inc. in April 2025. Having him double as Director of the Company and Sompo Japan Insurance Inc. is expected to deepen communication between the Board of Directors of these companies and reinforce the supervisory system for more effective and efficient supervision under a consistent policy. Accordingly, he was selected as a candidate for new director.	0 Shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notes:

1. There are no special interests between each candidate and the Company.
2. Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA are candidates for outside directors.
   The Company has prescribed the "outside director independence criteria for the appointment of outside directors" (<Reference: Policies for Appointment of Directors and Executive Officers> 1. (2) on the next page). None of the above candidates fall within any of the categories for examination listed in the above-referred standards and each candidate is considered to be independent. The Company has registered Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA as independent directors stipulated by the regulations of the Tokyo Stock Exchange, Inc. If the election of the directors is approved, they will continue to be independent directors.
3. The Company has entered into a contract (contract for limitation of liability), in accordance with Article 427, Paragraph 1 of the Companies Act, with Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA respectively, that limits his or her compensation liability for damages under Article 423, Paragraph 1 of the Companies Act to the Minimum Liability Amount stipulated in Article 425, Paragraph 1 of the Companies Act. If they are appointed (reappointed) as outside directors, the Company intends to continue said contract with each of them.
4. The Company has entered into a Directors and Officers liability insurance policy with an insurance company. The insurance covers directors, executive officers and senior vice presidents (shikkouyakuin) of the Company and directors, audit & supervisory board members, executive officers, senior vice presidents (shikkouyakuin) and employees and others in positions of management and supervision of the Company's subsidiaries (excluding some overseas subsidiaries). If the election of each candidate as a director is approved and each candidate is appointed as a director, each candidate will become insured under such policy. The insurance covers any loss which may arise from the insured directors, etc. being held liable for the performance of their duties or being subject to a claim in respect of such liability. However, in order to ensure the adequacy of insureds' performance of duties, there are certain exemptions, such as no coverage for liability arising from actions taken with the knowledge that the insureds were in violation of laws and regulations. The relevant insurance will be renewed during the term of office of each candidate, and the Company will bear all insurance premiums.
5. During the terms of office of Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA as outside directors of the Company, Sompo Japan Insurance Inc., a subsidiary of the Company, received an administrative disposition under the Insurance Business Act from the Financial Services Agency on December 26, 2023 and an administrative disposition under the Antimonopoly Act from the Fair Trade Commission on October 31, 2024, with regard to the incident concerning inappropriate insurance premium adjustments and other conducts.
   In addition, the Company and Sompo Japan Insurance Inc. received an administrative disposition respectively under the Insurance Business Act on January 25, 2024, with regard to the incident concerning their responses to fraudulent automobile insurance claims made by Big Motor.
   Moreover, Sompo Japan Insurance Inc., received an administrative disposition under the Insurance Business Act from the Financial Services Agency with regard to an incident concerning inappropriate management of insurance policy information on March 24, 2025.
   Each of the above directors has fulfilled his or her responsibilities by, among others, constantly making proposals from the perspective of legal compliance and customer protections, and making proposals for improving the effectiveness of Group governance as efforts under the respective business improvement plans.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Reference: Policies for Appointment of Directors and Executive Officers>

The appointment of Directors and Executive Officers is conducted in accordance with the following policies for appointment of Directors and Executive Officers. The candidates for Directors selected by the Nomination Committee are approved at the General Shareholders Meeting, and the candidates for Executive Officers are selected by the Nomination Committee and approved by the Board of Directors.

1. Policies for Appointment of Directors

The Company supervises and guides its subsidiaries, formulates management strategy for the Group that encompasses management strategies for subsidiaries that are engaged in the P&C insurance business and other various businesses, and is responsible for ensuring the execution and realization of these strategies.
From this perspective, the Board of Directors selects Outside Directors to facilitate objective decision-making with respect to management issues from a diverse and independent viewpoint and perspective with consideration of diversity such as gender and nationalities, and the majority of the Board of Directors consists of Outside Directors.
Directors are appointed based on: I. Selection criteria that reflect the Comprehensive Guidelines for Supervision of Insurance Companies; and II. Their alignment with SOMPO's values (Integrity, Self-motivation, and Diversity), which serve as the foundation for decisions and actions to achieve SOMPO's Purpose. Outside Directors are selected based on (1) "Ability Requirements", (2) "Standards regarding Independence of Outside Directors", and (3) "Requirements for Terms of Office".
For the purpose of carrying out substantive discussions, the number of Directors shall be limited to 15 (fifteen) in accordance with the Articles of Incorporation.
Note: In this policy, gender refers to all gender-related events, knowledge, and values, including the existence of the gender division of labor and LGBTQ+.

(1) Ability Requirements

The Company selects Outside Directors from corporate executives, academic experts, and legal professionals who have a wide range of knowledge and experiences in various fields or individuals who have expert knowledge of finance and accounting.
In addition, the appointment shall require him/her to be in a position where he/she is able to devote the time and effort necessary to fulfill the role and responsibilities of Director appropriately.

(2) Standards regarding Independence of Outside Directors

The Company will determine the independence from the Company of Outside Directors based on the matters set forth below:

1) Personal Relationships: A kinship between the candidate and any officer or employee of the Group, status of mutual appointments of officers between the Company and the company which the candidate is originally from.
2) Capital Relationships: The holding of shares in the Company by the candidate and the status of shareholding by the Group.
3) Business Relationships: Business transactions or donations between the Group and the candidate.
4) Significant interests other than the above.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

In the event that a candidate for Outside Director falls within any of the categories listed below, the Nomination Committee, a committee primarily constituted of Outside Directors, will examine his/her independence. Following the final determination by the Board of Directors, the proposal for appointment will be submitted to the General Meeting of Stockholders of the Company and the Company will submit notification of such Outside Director as an independent director as prescribed by each Financial Instruments Exchange.

1) Personal Relationships

a. The candidate is or was Executive Director (Note 1), Executive Officer, Senior Vice President or an employee of the Company or its subsidiary at present or in the past 10 years (in 10 years prior to his/her appointment if the candidate was a Non-Executive Director or Audit & Supervisory Board Member).
b. The candidate is a relative (Note 3) of a person who is or was Executive Director, Executive Officer, Senior Vice President or an important employee (Note 2) of the Company or its subsidiary at present or in the past 5 years.
c. The candidate is Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer or Senior Vice President of (i) a company that accepts Director(s) (full-time or independent) from the Company or its subsidiary, (ii) its parent company or (iii) its subsidiary.

2) Capital Relationships

a. The candidate is Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer, Senior Vice President or an employee of a company in which the Company owns 10% or more of the voting rights.
b. The candidate is a relative of a person who is Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer or Senior Vice President of a company in which the Company owns 10% or more of the voting rights.
c. The candidate owns or owned 10% or more of the voting rights of the Company at present or in the past five years (if the shareholder is a corporation, the candidate is or was Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer, Board Member, Senior Vice President or an employee of the subject company, its parent company or a significant subsidiary (Note 4) of the subject company).
d. The candidate is a relative of a person who owns or owned 10% or more of the voting rights of the Company at present or in the past five years (if the shareholder is a corporation, the candidate is a relative of the person who is or was Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer, Board Member, Senior Vice President of the subject company).

3) Business Relationships

a. The candidate is a person who makes or made payments of 2% or more of the Company's consolidated gross annual sales (based on the current fiscal year or the average of the past three fiscal years) to the Company or its subsidiary (if the payer is a corporation, the candidate is or was Executive Director, Executive Officer, Senior Vice President or an employee of the subject company, its parent company or a significant subsidiary) or a relative of the person.
b. The candidate is a person who receives or received payments of 2% or more of the candidate's consolidated gross annual sales (based on the current fiscal year or the average of the past three fiscal years) from the Company or its subsidiary (if the recipient is a corporation, the candidate is or was Executive Director, Executive Officer, Senior Vice President or an employee of the subject company, its parent company or a significant subsidiary) or a relative of the person.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

c. The candidate is a Board Member (should be limited to a person who executes business) or other member or his/her relative, who executes business of a public interest incorporated foundation, a public interest incorporated association, or a non-profit corporation, etc. who receives donations or grants exceeding 10 million yen per year based on the average of the past three fiscal years from the Company or its subsidiaries.

d. The candidate is Director, Audit & Supervisory Board Member, Accounting Advisor, Executive Officer, Senior Vice President or an employee or his/her relative of (i) a financial institution, (ii) other large creditor, (iii) its parent company or (iv) a significant subsidiary, from which the Company obtains or has obtained financing (the financing is indispensable, which the Company depends on to the extent that such financing has little or no substitute) at present or in the past three years.

e. The candidate is an employee, a partner or a staff member of a certified public accountant (or a tax accountant) or an audit corporation (or a tax accounting corporation), who serves as an accounting auditor of the Company or its subsidiary, or a person who was any of the above in the past three years, and who actually is or was engaged in auditing (excluding supplementary involvement) for the Company or its subsidiary (including those who are currently retired).

f. The candidate is a relative of (i) a certified public accountant (or a tax accountant) or (ii) an employee or a partner of an audit corporation (or a tax accounting corporation), who serves as an accounting auditor of the Company or its subsidiary.

g. The candidate is a relative of a staff member of a certified public accountant (or a tax accountant) or an audit corporation (or a tax accounting corporation), who serves as an accounting auditor of the Company or its subsidiary, and who actually is engaged in auditing (excluding supplementary involvement) for the Company or its subsidiary, or a person who was an employee, a partner or a staff member of a certified public accountant (or a tax accountant) or an audit corporation (or a tax accounting corporation), who served as an accounting auditor of the Company or its subsidiary, in the past three years, and who actually was engaged in auditing (excluding supplementary involvement) for the Company or its subsidiary during the subject period of time.

h. The candidate is a consultant such as an attorney or a certified public accountant other than the above (e) who receives financial or other property benefits of 10 million yen or more per year (based on the average of the past three years) exclusive of officer's compensation, and a person who is and was an employee, a partner, an associate or a staff member or his/her relative of a consulting firm or other specialized advisory firm such as a legal office or an audit corporation other than the above 5), who received payments of 2% or more of the firm's consolidated gross annual sales (based on the average of the past three fiscal years) from the Company or its subsidiary.

4) Significant Interests

A person who can be recognized to have significant interests other than the above 1) through 3).

Notes:

1. "Executive Director" means the Director as set forth in each item of Article 363, Paragraph 1 of the Companies Act and other Directors who executed business of the subject company (the same applies to the following).
2. "Important employee" means a person who falls under the "important employee" as set forth in Article 362, Paragraph 4, Item 3 of the Companies Act (the same applies to the following).

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

3. “Relative” refers to a spouse, a relative within the second degree of kinship or a relative who lives together (the same applies to the following).
4. “Significant subsidiary” refers to a subsidiary that is described as a significant subsidiary in (i) the items of e.g., “Status of Significant Parent Company and Subsidiaries” in the business reports associated with the subject company’s most recent fiscal year (Article 120, Paragraph 1, Item 7 of the Ordinance for Enforcement of the Companies Act), or other materials that are generally published by the subject company (the same applies to the following).
5. The past tense as described in the above 2) (c) and (d), and 3) (a), (b) and (h) (e.g., a person who “was”) refers to within the past five years.

(3) Requirements for Terms of Office

If the total terms of office as Outside Director or Outside Audit & Supervisory Board Member of the Company exceeds eight years, the Company will carefully consider whether there are any positive reasons for reappointment, and if there are any reasons, the Company shall not preclude reappointment.

2. Policies for the composition and criteria for appointment and removal of Executive Officers and Senior Vice Presidents

(1) Policies for the composition of Executive Officers and Senior Vice Presidents

The Company implements systematic development of managerial talent based on the succession plan. As for the composition of Executive Officers and Senior Vice Presidents as a whole, the Company places emphasis on diversity including gender, age, experience, and nationalities as well as the balance in the management team.

(2) Criteria for appointment and removal of Executive Officers and Senior Vice Presidents

The Company appoints Executive Vice Presidents and Executive Officers, and Executive Vice Presidents who meet the following criteria and who can promote these values throughout the organization through talent development and other initiatives.

- Always think and do what is right for people and society.
- Continuously create value for people and society by thinking and acting with a long-term perspective.
- Think proactively based on your aspirations and actively embrace challenges.
- Possess strong expertise in your assigned mission and roles, supported by proven experience and accomplishments.
- Act simply and quickly; stay ahead of change to drive transformation.
- Embrace diversity, respect others, and remain open to different opinions.
- Strive to engage in constructive dialogues that foster candid exchanges of opinions to create value.
- Actively collaborate across organizations and companies to maximize the value provided.

The Board shall consider the removal of any Executive Vice President and Executive Officer, and Executive Vice President who is determined to lack the requisite qualifications in connection with the foregoing.

-- End

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposals (From Proposals No. 3 to No. 11)

Proposals No. 3 to No. 11 were made by one shareholder. The number of voting rights held by the shareholder who submitted these proposals is 333.
The contents of and the reasons for each proposal are presented as described in the original proposal document submitted by the proposing shareholder.

The Board of Directors opposes all these proposals.

Shareholder Proposal

Proposal No. 3: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Article 1 (Company Name) of the Articles of Incorporation shall be amended as follows.

Article 1. The name of the Company shall be Shinrai Holdings Kabushiki Kaisha. 2. The name of the Company in English shall be Reliable Holdings, Inc.

2. Reasons for proposal

The Company initially aspired to become “the No.1 Group for ‘Growth’ and ‘Customers’ Trust’” as NKSJ Group Holding at its founding. However, Mr. Kengo Sakurada (hereinafter, “Sakurada”), the former Representative Director, came to reign as Group CEO, serving concurrently as a Director (Representative Director for a certain period of time) of Sompo Japan Insurance Inc., and has left behind “Customers’ Trust” in the pursuit of nothing but “Growth.” In reality, as made obvious by the business improvement orders by the Financial Services Agency, “the corporate culture that prioritizes the company’s own interests over customers’ interests” has been encouraged, maintained, and left to stand.
Taking this occasion where the Company declared “a fresh start to build a new company”, its company name should remove “SOMPO,” which symbolizes the management by Sakurada, and be changed to a new one that represents its commitment to earning “*Shinrai*” of all stakeholders. The company names of group companies should also be amended in line with the company name change of the Company.
It should be noted that the Company changed its company name in 2014.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.
The company name of the Company has acquired wide recognition, along with that of our subsidiary, Sompo Japan Insurance Inc., and we do not believe a company name change is necessary. Ever since the Company’s name was changed to the current one in 2016, we have endeavored under the SOMPO’s Purpose to realize and contribute to a society where all people can enjoy their own healthy and fulfilling lives through “A Theme Park for Security, Health & Wellbeing.”
In the Mid-Term Management Plan that started in FY2024, we rephrased the SOMPO’s Purpose in more understandable terms, “For a future of health, wellbeing and financial protection.” The Group will work to improve its corporate value by evolving the role it should play, and aim to solve various issues, while facing diverse stakeholders with sincerity.
Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 4: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Paragraph 2 shall be added to Article 2 (Purposes) of the Articles of Incorporation.

2. In operation of the businesses set forth in the preceding paragraph, the Company shall ensure transparency, fairness and appropriateness in business operation with an emphasis placed on the following matters: (1) Compliance with laws, regulations and others; (2) Customer-oriented business conduct; and (3) Societal viewpoints.

2. Reasons for proposal

In response to the business improvement orders by the Financial Services Agency, the Company has declared its commitment to revamping its internal systems and corporate culture in order to ensure that such incidents never happen again. It is, however, never easy to eradicate the vicious genes that have been handed down from the time of The Yasuda Fire & Marine Insurance. It is necessary to perpetually state the Company's firm determination along with business purposes in the Articles of Incorporation in order to ensure that the determination is never forgotten.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

In response to the business improvement orders by the Financial Services Agency, the Company has made fundamental review of various systems, such as a claim payment management system, an agency management (insurance sales management) system, a sales promotion system, a governance system and an internal control system including the third line, as well as its corporate culture, and has formulated, and is steadily implementing business improvement plans in order to prevent recurrence of such incidents.

Along with this, through enhancement of areas such as a corporate culture reform, brand recovery, compliance promotion, and quality control on a Group-wide basis, we ensure transparent, fair, and appropriate business operation in terms of compliance of laws, regulations and others, customer-oriented business conduct, and societal viewpoints.

With a strong determination to build a new company, all officers and employees including the senior management team will continue working together to implement the business improvement plans steadily and to prevent recurrence, thereby striving to regain the trust of customers and society.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 5: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Article 3 (Location of Head Office) of the Articles of Incorporation shall be amended as follows.

Article 3. The Company shall have its head office in Chiyoda-ku, Tokyo.

2. Reasons for proposal

Sompo Japan Head Office Building (Nishi-Shinjuku, completed in 1976) has aged over years, and even with the installation of vibration control dampers, its earthquake resistance is still questionable. (Tokio Marine Building in Marunouchi, completed in 1974, has already been demolished and construction of a new building is scheduled to start in December.) The Head Office shall be relocated to “Sompo Japan Kasumigaseki Building” built under the latest earthquake resistance standards.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

Sompo Japan Head Office Building underwent an earthquake resistance reinforcement work after the Great East Japan Earthquake. Additionally, we have established sufficient manuals and systems in preparation for large-scale earthquakes and other natural disasters.

Accordingly, the building has no issues with its earthquake resistance and therefore we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 6: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Article 19 (Number of Directors) of the Articles of Incorporation shall be amended as follows.

Article 19. The Company shall have ten or less Directors. 2. At least two-thirds of Directors shall be Outside Directors.

2. Reasons for proposal

The number of Directors of the Company is 13 at present. Outside Directors failed to effectively restrain inappropriate management system led by Group CEO and an unhealthy organizational culture, and this fact is made obvious by the administrative dispositions from the Financial Services Agency. More Directors are not always better. The Board of Directors shall be made up of a small number of talented personnel, and thus the number shall be reduced from the current level. Also, the ratio of Outside Directors shall be explicitly stipulated in the Articles of Incorporation.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

The structure of the Board of Directors, including the number of Outside Directors, shall be decided by the Nomination Committee, and then submitted to a General Shareholders Meeting for approval. We believe the structure of the Board of Directors indicated in the Company Proposal No. 2 is the most appropriate one at this point for the Company to enhance its corporate value.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 7: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Paragraph 2 shall be added to Article 21 (Term of Office) of the Articles of Incorporation.

2. The term of office of a Director shall not be more than five fiscal years in total.

2. Reasons for proposal

The former Director Mr. Kengo Sakurada has long reigned as an absolute CEO at the Board of Directors, and no other Directors including the Nomination Committee Members dared to oppose his long term of office, out of consideration for Director Sakurada. This formed “an atmosphere in which unfavorable information is not reported”, made Sakurada “an emperor with no clothes”, and resulted in the Company imposed administrative dispositions by the Financial Services Agency.

Outside Directors have failed to supervise Sakurada effectively up until the issuance of administrative dispositions. I also suspect that they have played up to him, expecting his effective influence in the Nomination Committee over their reappointment as Directors. Among Outside Directors, there was a Director who took advantage of the coincidence as the Chair of the Nomination Committee and applied to himself the exception provision to the tenure rule of a maximum of eight years, and also led selection of Sakurada as a candidate for Director every year.

In order to prevent a Director from becoming “an emperor with no clothes”, a long tenure exceeding five fiscal years shall be prohibited. It should be noted that Directors who were selected as candidates for more than five fiscal years at the 14th General Shareholders Meeting were Mr. Scott Trevor Davis and Mr. Isao Endo.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

The Company believes that long years in office as Director are not something to be denied across the board, and what is essentially important is whether he or she is able to fulfill the primary roles as Director.

The selection of Directors and Executive Officers of the Company is in accordance with Policies for Appointment of Directors and Executive Officers, and candidates for Director selected by the Nomination Committee are subject to approval at a General Shareholders Meeting.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 8: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Article 22 (Person with Right to Convene the Meeting of the Board of Directors and the Chairman of the Board) of the Articles of Incorporation shall be amended as follows.

Article 22. Except as otherwise provided in laws and regulations, a Board of Directors meeting shall be convened and chaired by an Outside Director who was predetermined by the Board of Directors. 2. If the Outside Director set forth in the preceding paragraph is unable to act, another Outside Director shall convene and chair a Board of Directors meeting in the order predetermined by the Board of Directors.

2. Reasons for proposal

On March 26, the Board of Directors resolved to have an Outside Director act as Chairman of Board Meeting; however, this indicates that this decision can be reversed anytime by a resolution of the Board of Directors. Accordingly, it shall be explicitly stipulated in the Articles of Incorporation that the Board of Directors meeting is chaired by an Outside Director.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

In light of the roles expected for the Board of Directors and the executive sector, the Company's Board Meetings have been chaired by an Outside Director since April 2024.

Our policy is to select an appropriate Chairman of Board Meeting according to the status and managerial issues of the Company. We will continue deliberations for building a more effective governance system including the selection method of Chairman of Board Meeting.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 9: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Article 26 (Release from Liability of Directors) and Article 33 (Release from Liability of Executive Officers) of the Articles of Incorporation shall be deleted.

2. Reasons for proposal

Actual compensation paid to the Company officers (more than 100 million yen)

(Millions of yen)

	FY2020	FY2021	FY2022	FY2023
Kengo Sakurada	400	432	477	262
Mikio Okumura	100	113	308	164
James Jiei [sic]		818	721	467
John R. Charman	341	357	915	
Nigel Frudd	175	187		
Keiji Nishizawa	151	152		
Shinji Tsuji	107	160		

Full-time Directors received high executive compensation. Given such high amounts they received, it is inappropriate to exempt them from their liabilities in advance even partially.
Outside Directors' duty is to supervise persons who execute business including Group CEO, Group COO and Executive Officers. The administrative dispositions were the result of insufficient supervision by Outside Directors. It is therefore inappropriate to exempt Outside Directors from their liabilities for duties even partially.
Around the same time as the administrative dispositions by the Financial Services Agency, many Executive Officers were held accountable and received dispositions. Executive Officers must be well-versed in practical operations and abide by compliance at a high level. Considering the relatively high compensation they received, it is inappropriate to exempt them from their liabilities even partially.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.
Stipulating provisions regarding the exemption of liabilities in the Articles of Incorporation is a measure to support Directors' appropriate risk-taking and lessen their fear of being pursued for excessive liabilities, and for the Company to attract top talent for its officers, and is a necessary measure for the Company to ensure stable management.
Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 10: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Paragraph 2 shall be added to Article 29 (Committee Rules) of the Articles of Incorporation.

2. Notwithstanding the preceding paragraph, in the event that calculated amount of compensation to be paid from the Group to a Director or Executive Officer is 100 million yen or more, the payment of a portion exceeding 100 million yen shall require approval and resolution at a General Shareholders Meeting.

2. Reasons for proposal

Regarding executive compensation, the Compensation Committee is given authorities at present to design the compensation scheme, among other things. As seen in the introduction of a stock price-linked compensation system in April 2023 and others, the compensation scheme has been encouraging “a corporate culture that prioritizes the company’s own interests over customers’ interests”. As such, the Company paid compensation to Sakurada on the date of his retirement, with no reduction in the variable portion of compensation, and failed to take “societal viewpoints”.

At least regarding Directors and Executive Officers who are paid high compensation, the Company shall take procedures to discuss at a General Shareholders Meeting whether the amount is right or wrong.

It should be noted that those who received compensation of 100 million yen or more in and after FY 2020 are as presented in the aforementioned table “Actual compensation paid to the Company officers (more than 100 million yen).”

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

As a company with a nomination committee, etc., the Company has the Compensation Committee consisting solely of Outside Directors formulating policy on executive compensation and calculation method, based on the Policies for Determining Compensation for Officers.

Amount of compensation for each officer shall be evaluated and calculated upon comprehending the contents of each officer’s duties, and therefore we believe it is appropriate that the Compensation Committee determines the amounts. We deem it inappropriate to add to the Articles of Incorporation a provision requiring approval and resolution at a General Shareholders Meeting for the payment of a portion exceeding 100 million yen.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Shareholder Proposal

Proposal No. 11: Partial Amendment to the Articles of Incorporation

1. Contents of proposal

Chapter 8 Independent Auditor, Article 39 (Independent Auditor) shall be newly established.

Article 39. Selection of an Independent Auditor shall require an approval at a General Shareholders Meeting. 2. The term of office of an Independent Auditor shall not be more than five fiscal years in total.

2. Reasons for proposal

"Ernst & Young ShinNihon LLC.", an Independent Auditor, has served as an auditor of the Company, Sompo Japan Insurance Inc., etc. since the founding of the Company. The auditor has failed to conduct accurate audits and performed sloppy audits, as seen in the fact that the auditor was unable to point out accurately the misconducts that gave rise to the administrative dispositions by the Financial Services Agency. This was the result of excessive consideration for the former Group CEO Kengo Sakurada, "an emperor with no clothes", giving rise to suspicion of "collusion and cozy relations" between them.

To prevent recurrence in the future, maintain appropriately tense relations and perform audits from a brand-new perspective, selection of an Independent Auditor shall be a matter to be resolved at a General Shareholders Meeting. Also, it is appropriate to prevent "collusion and cozy" relations by limiting the total term of office of an Independent Auditor.

(Note from the Company) The above contents of proposal and reasons for proposal are translated from those submitted by the shareholder in Japanese.

Opinion of the Board of Directors

The Board of Directors **opposes** this proposal.

It is stipulated in the Companies Act that the selection of an independent accounting auditor is a matter subject to approval at a general shareholders meeting. The Company, in accordance with Article 4 of its Articles of Incorporation, has appointed an Independent Accounting Auditor based on an approval at a General Shareholders Meeting. The selected Independent Accounting Auditor is evaluated by the Audit Committee in terms of its expertise and independence as well as its organizational structure and other factors, and reappointment is judged in an appropriate manner. Regarding the total term of office of an Independent Accounting Auditor, we believe that improvement in audit quality based on deep understanding of the Company's businesses is also an important perspective, in addition to independence and objectivity in audits. Experience and knowledge that are accumulated through performing audits for a long period of time should contribute to the conduct of high-quality audits, and the Audit Committee comprehensively takes these factors into account as well and strives to build an optimal audit system.

The Company will ensure a system where an Independent Accounting Auditor can fulfill its roles appropriately and maintain and increase the quality of audits, through evaluation by the Audit Committee, among other things.

Accordingly, we believe it is unnecessary to amend the Articles of Incorporation as proposed in this proposal.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Fiscal 2024 Business Report
For the Period from April 1, 2024 through March 31, 2025

I. Matters Concerning the Current Status of the Insurance Holding Company

(1) Progress and Results of Business of the Corporate Group

Main Substance of Business of the Corporate Group

At the end of the fiscal year ended March 31, 2025, the Group consisted of Sompo Holdings, Inc. (the "Company" or "Sompo Holdings, Inc." or "we"), 72 companies that are consolidated subsidiaries, and 12 companies that are affiliates accounted for under the equity-method and others. The Group's main businesses are the domestic property and casualty ("P&C") insurance business, overseas insurance and reinsurance business, domestic life insurance business, and nursing care business.

Financial and Economic Environment, and Progress and Results of the Corporate Group for the Fiscal Year under Review

During the period under review, the global economy recovered moderately as a whole driven by the U.S. economy where personal consumption was steady, despite a tight monetary environment mainly in Europe and the U.S.

The Japanese economy has seen moderate recovery amidst improvement in corporate earnings and employment and income situations, although price increases continued. However, it is still necessary to pay close attention to downward risks such as price increases, trends in the U.S. trade policies such as tariff measures, trends in exchange rates and fluctuations in financial and capital markets.

(Progress and Results of Business of the Corporate Group)

During the period under review, in the Domestic P&C Insurance Business, we steadily advanced initiatives to enhance soundness and profitability in operations. In the Overseas Insurance and Reinsurance Business, we improved underwriting profitability and expanded our geographical reach according to the plan. Results of global asset management and impacts of foreign exchange rates also drove profit growth. Meanwhile, on the back of inflation and other factors, the unit price of claim payments continues rising for automobile insurance. In the Domestic Life Insurance Business, we worked to increase customers (Himawari fans) through providing more attractive Insurhealth® products and promoting the use of health support services by corporations and individuals to create a synergy effect. In the Nursing Care Business, we steadily advanced selection and concentration for increasing profitability, while enhancing our services geared to productivity improvement with good quality (the future nursing care). As a holding company for the entire Group, we allocated the management resources necessary for executing our business plans and sustainably increasing our corporate value, and promoted business transformation and the reform in portfolio. As a result,

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

adjusted consolidated profit for the Group came to 334.3 billion yen and adjusted consolidated ROE came to 9.0%.

In addition, we set up a new fund totaling about 30.0 billion yen in size and started investment to enhance the Group human resources. Efforts are also underway for implementing and expanding data-driven operations powered by generative AI and digital technologies.

Sompo Japan Insurance Inc. (hereinafter "Sompo Japan"), a consolidated subsidiary of the Company, received a business improvement order on December 26, 2023 concerning adjustments of insurance premiums under insurance policies, and submitted to the Financial Services Agency a business improvement plan prepared based on the order on February 29, 2024. In addition, with regard to the said conduct on multiple non-life insurance policies, Sompo Japan received a cease and desist order and a payment order for a surcharge of 647.98 million yen in total under the Antimonopoly Act from the Fair Trade Commission on October 31, 2024. Sompo Japan implements recurrence prevention measures and strengthens initiatives to ensure thorough compliance with the Antimonopoly Act and appropriate business operations.

In addition, the Company and Sompo Japan received a business improvement order on January 25, 2024 with regard to their responses to fraudulent automobile insurance claims, and submitted to the Financial Services Agency a business improvement plan prepared based on the order on March 15, 2024. Progress of these two business improvement plans was reported to the Financial Services Agency on June 14, September 13, and December 13 in 2024 and on March 14, 2025.

Sompo Japan also received a report demand order under the Insurance Business Act and the Act on the Protection of Personal Information from the Financial Services Agency regarding inappropriate management of insurance policy information on July 22, 2024, and submitted a report on the facts, the root cause, and recurrence prevention measures based on them to the Financial Services Agency on August 30, 2024. Later, Sompo Japan received a business improvement order based on the Insurance Business Act from the Financial Services Agency on March 24, 2025. With regard to this incident, Sompo Japan received instructions from the Personal Information Protection Commission and the General Insurance Association of Japan, an accredited personal information protection organization, on April 30, 2025.

The Company and Sompo Japan took seriously the fact that they received again business improvement orders amidst their execution of business improvement plans. We formulated additional, more fundamental recurrence prevention measures than the business improvement plans that had been underway, to restore trust through re-emphasizing compliance with laws and regulations as well as customer protection.

The Group will continue its tireless efforts to achieve its purpose, and to that end, reform its corporate culture, which serves as its cornerstone, develop human resources, and strengthen its internal structure for more effective governance.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Performance over the Period under Review)

The Company's consolidated financial results were as follows.

Ordinary income increased by 520.1 billion yen to 5,453.7 billion yen. Meanwhile, ordinary expenses increased by 455.2 billion yen to 4,900.8 billion yen.

As a result, ordinary profit for the period under review increased by 64.8 billion yen to 552.9 billion yen. Net income attributable to shareholders of the parent amounted to 422.9 billion yen, representing an increase of 6.8 billion yen when compared to the previous period.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Progress and Results of Each Business Segment)

The progress and results of each business segment are as follows.

Domestic P&C Insurance Business

Sompo Japan

As a core company of the Domestic P&C Insurance Business, Sompo Japan will create valuable products and services to customers to contribute to society, and also promote growth of the Group to realize its aim “For a future of health, wellbeing and financial protection.”

Under the Mid-Term Management Plan, our core strategy is to pursue uniqueness and resilience, and for this purpose, engage in “SJ-R” project, while placing utmost priority on restoring trust of customers and society.

Guided by the SJ-R slogan “Dedicated to the customers and society,” we are advancing reforms in both financial and non-financial terms (earnings structure and operating foundation).

In financial terms, greater progress has been made in portfolio reforms through insurance premium rate revisions and underwriting optimization, which has resulted in the fire insurance business returning to the black (core underwriting profit in fire line* of 34.6 billion yen) for two years in a row, that had posted a loss for many years. In addition, by drastically reducing strategic shareholdings (429.3 billion yen, doubled from the target at the beginning of the fiscal year), we review the conventional business model, and through various initiatives, foster highly skilled professionals to transform ourselves into a company with strengths in distinct expertise and solution offerings.

In non-financial terms, we are promoting a cultural reform to create a healthy culture that emphasizes compliance and customer protection. Also, in order to ensure the “Customer Trust Quality” takes root within organizations, operational process reforms (introducing operations based on division of duties and aggregation, sophisticating systems to detect fraudulent insurance claims, and strengthening our actions through establishing a designated division) are underway at claims service departments. Furthermore, through collaboration with Japan Best Rescue System Co., Ltd., its home assistance service is added on to Sompo Japan’s insurance products. In this way, we strive to deliver services with larger additional values.

* Underwriting profit in fire line less the impact related to catastrophic loss reserve

Sompo Direct Insurance

Sompo Direct Insurance Inc.* further expands and grows its direct marketing business model in response to the diverse needs of customers.

* Changed its name from “SAISON AUTOMOBILE AND FIRE INSURANCE COMPANY, LIMITED” on October 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Overseas Insurance and Reinsurance Business

Sompo Overseas comprises our Sompo International Holdings Ltd. insurance and reinsurance businesses and operates across the United States, United Kingdom, Continental Europe, Latin America, Middle East, Asia-Pacific, and other regions. It is a global provider of property, casualty, and specialty insurance and reinsurance to commercial and retail customers.

In FY2024, adjusted profits of US $1,373.8 million for overall Overseas insurance and reinsurance businesses grew 19.4% year-on-year. Overall profitability improvement in FY2024 was driven by improved underwriting income and higher net investment income, which increased significantly due to higher yields and a growing investment portfolio.

For full year 2024, gross written premiums (GWP) were US $16.5billion and increased 5.8% year-on-year, driven by Global Markets, Reinsurance and North America commercial business and by consumer, partially offset by a decrease in AgriSompo due to lower commodity prices. For the Overseas commercial business, GWP excluding AgriSompo, grew 9.3%. Overall underwriting profitability within the commercial business increased year-on-year in part driven by lower reserve strengthening, which have been offset by expenses for our strategic business growth and from changes in business mix.

The Overseas consumer business GWP increased 13.0% from a year ago driven by Turkey resulting, in part, by the effects of hyperinflationary rate increases. Overall underwriting profitability in the consumer business decreased year-on-year mainly from inflationary impacts to losses in Turkey.

As a driver for growth in the group, Sompo Overseas continues to expand steadily in terms of business scale as well as profitability, solidifying its position as a leading provider in the global property, casualty and specialty (re)insurance market.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Domestic Life Insurance Business

Sompo Himawari Life

Sompo Himawari Life Insurance Inc. (hereinafter, “Sompo Himawari Life”) aims to establish itself as a “health support enterprise,” that supports the health of customers, by providing its unique value Insurhealth® that integrates the functions of insurance with healthcare support functions.

Sompo Himawari Life’s Mid-Term Management Plan (FY2024 to FY2026) stipulates a management policy of “Increase Himawari fans further and make them healthier to create both economic and social values with a customer-centric approach.” In FY2024, the accumulated number of Insurhealth® policies sold topped 2.0 million, showing a steady increase in Himawari fans. As an initiative to promote the health of Himawari fans, we started offering “My Himawari,” an app for customers to check their life insurance policies and health conditions, in September 2024. “My Himawari” is equipped with functions such as a loyalty program that grants users rewards for the registration of their health checkup results or depending on the amount of walking and light intensity activities. The app has been well received by customers with the number of downloads already topping 100,000.

As for products, our lifetime cancer insurance and variable insurance products took the first place overall in the insurance ranking (evaluation by financial planners) of the 2025 Oricon Customer Satisfaction® Survey. Thanks to favorable sales volume, compared to March 31, 2024, the annualized premium for policies in force increased by 4.4 billion yen to 394.7 billion yen, and the number of policies in force stood at 5.11 million, an increase of 0.18 million.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Nursing Care Business

Sompo Care and ND Software

Sompo Care Inc. (hereinafter, “Sompo Care”) provides a full lineup of nursing care services from home to facility across the country according to its purpose “Change nursing care in Japan, and create the future of Japan.” Under the new Mid-Term Management Plan started in FY2024, we position the platform business and the wellbeing business, which is to be intensively promoted by the Group, as new pillars of earnings, in addition to our mainstay operators business, to pursue not only our own profit growth but also the reform and development of the nursing care industry as a whole*.

In FY2024, the operators business engaged in increasing profitability, rolling out the *future nursing care* model, and adapting to the external environment such as price hikes. As a result, the occupancy rate of our nursing facilities achieved 94.7% (as of March 31, 2025), the highest ever since our entrance into the nursing care business.

In the platform business, we sold to external parties nursing care software developed by ND Software Co., Ltd. (hereinafter, “ND Software”), as well as food and consulting services that are based on our knowhow and services accumulated in the operators business.

In the wellbeing business, we work to deliver a new, one-stop nursing care-based service to address concerns for health, nursing care and money for retirement.

“SOMPO style children's cafeteria” serving as a community interaction hub has received more than 40,000 children in total to date. In November 2024, as one of our measures to change the conventional image of caregiving held by children and turn it into a dream profession for them, we compiled an educational comic book for learning about nursing care. The comic book was donated to approximately 20,000 elementary schools and about 3,000 public libraries nationwide.

* The operators business aims for sustainable growth of the nursing care business through pursuing the *future nursing care* model. This model increases efficiency in the operation of nursing care facilities with the use of data and technologies, and saves time for people to concentrate on services that only people can offer, to achieve productivity improvement with good quality.

  In the platform business, we aim to contribute to sustainable growth of the entire nursing care industry through providing knowhow and services that we gained or refined in the operators business, and by developing and delivering ND Software’s nursing care software.

  The wellbeing business strives for creation of new values through connecting with Group companies.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Others

The Group develops and provides services in various fields other than those in its main businesses.

SOMPO Light Vortex, Inc. creates, develops, and manages new businesses with a digital starting point. Partnering with a U.S.-based technology company Palantir Technologies Inc., it pushes forward with digital transformation (DX) of the Group businesses and improvement in service quality and productivity.

Sompo Warranty Inc. provides extended warranty services to customers purchasing products such as home appliances and housing equipment. Sompo Asset Management Co., Ltd., as an asset manager, offers professional services catered to asset formation for individual and corporate customers. Sompo Japan DC Securities Inc. provides a comprehensive service relating to defined contribution pension plans for individual and corporate customers. Sompo Health Support Inc. provides services such as a health guidance support on lifestyle-related diseases and a support on mental health care for corporate employees, in collaboration with health insurance associations nationwide.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Priority Issues to be Addressed

There are increasing uncertainties over monetary policies and exchange rates in Japan and abroad, and trends in the global business environment and an insurance market. In Japan, inflation continues affecting corporate management and people's life. Over the medium term, factors such as a shrinking insurance market in Japan and a significant labor shortage in the nursing care industry due to changing demographics caused by a declining birthrate and aging population, are forecast to widen the gap between supply and demand in the nursing care workforce. In addition, an increase in intensity and frequency in natural disasters due to climate change, growing geopolitical risks and rapid advances in technology as represented by generative AI are drastically changing the environment and society we live in from day to day, while changing also the needs of customers and other stakeholders on an ongoing basis.

Even in this environment, to continue living up to expectations of stakeholders and to increase corporate value over a medium to long term, we will thoroughly review our operations toward sustainably enhancing our profitability. Confronting traditional markets in which our Domestic P&C Insurance Business operates, among others, we embarked on reforms aimed at breaking quickly away from the old industry practices and business models and achieving both appropriate and sound operations and profitability. In the Nursing Care Business, we engage in business toward realizing high-quality service and productivity, based on a belief that continuing to improve job satisfaction and treatment of caregiving staff is no less important than pursuing happiness of service users and their families. As AI implementation and data utilization are deemed essential in such operations, the Group will actively invest in these areas to boost the speed of practical application going forward.

Cherishing the values "Integrity," "Self-motivation," and "Diversity," all officers and employees at the Group come together to become a Group that puts them into practice. Under the Group's Purpose "For a future of health, wellbeing and financial protection," we strive to live up to expectations of all stakeholders.

◆ The Group's management strategies and a new management structure

The Company launched a new three-year Mid-term Management Plan starting from this fiscal year. Through working to "Increase Resilience" and to "Connect with customers and deliver connected services", we aim to achieve sustainable improvement in corporate value. To accelerate this effort, we decided to review the Group's business executive structure effective April 2025.

Under the new management structure, in order for the Group to offer more excellent proposals and services to customers, we consolidate the Group's businesses into the

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

“Sompo P&C” and “Sompo Wellbeing” business segments, and appointed the Business CEOs (SOMPO P&C CEO and SOMPO Wellbeing CEO) overseeing these respective segments. Each of the Business CEOs will convene and chair a committee (a Management Board), at which management policies of each segment will be discussed. After a deliberation with the Group CEO, Business CEOs will execute important initiatives on their own authority. This allows for prompt decision-making on strategic and important matters relating to the Group.
Maximizing the strengths the Sompo Group has cultivated to date, we strive to provide optimal solutions from the perspectives of customers and society, and become a Japan-born truly global company. It will do so by realizing ‘Centers of Excellence,’ built on enabling the Group's executives and employees to learn best practices from each other for growth alongside colleagues around the world, regardless of business line, gender, disability, nationality, age, or other criteria.

(Sompo P&C (P&C Insurance Business))
In the Sompo P&C (P&C Insurance Business), through the integrated management of Domestic P&C Insurance Business and the Overseas Insurance and Reinsurance Business, we expand scale and profitability of the Group, aiming to “increase resilience.”
In the commercial business, leveraging our global-level expertise in underwriting and networks with customers and brokers, we will offer stable insurance coverage against various risks that are growing in size and complexity in many fields and regions. In the consumer business, with the use of technologies and innovative knowledge within the Group, we realize efficient, automated operations covering from product development to underwriting and claims payments.

(SOMPO Wellbeing)
In this time of the 100-year life, in the SOMPO Wellbeing Business, the Group will make a concerted effort to generate products and services that help resolve concerns over ‘health’, ‘nursing care,’ and ‘finance after retirement’ that are materializing under a declining birthrate and aging population. In the domestic life insurance business, we expand health support services and Insurhealth® products, and in the nursing care business, we aim to achieve the best quality and productivity among Japanese nursing care operators. Leveraging also the strengths
of the Group’s healthcare-related business, we will catalyze changes in customers’ behaviors and thereby realize *extension of health life expectancy*.

We also strive for greater effectiveness of the executive structure and a supervisory system that ensures steady implementation of business improvement plans. As a Company with a nomination committee, etc., the Board of Directors is composed mainly of Outside Directors. In April 2024, we shifted to a system where an Outside Director

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

serves as a chair of the Board of Directors. This shift allowed the selection of agenda items and proceedings of the Board meetings to promote more substantial discussions.
The Company had conducted evaluations of effectiveness of the Board of Directors, which were in fiscal 2024 outsourced to an external expert. The utilization of the third party was intended to have the Board of Directors fulfill supervisory and advisory functions more effectively and to strengthen SOMPO Group's corporate governance further from strategic and broader perspectives, as we pursuit sustainable growth in corporate value.
Through interviews conducted by an external expert party, it was confirmed that having an Outside Director chairing the Board of Directors meetings is meaningful, continuous improvement is made in terms of the operation of the Board meetings, such as a profound report on business execution by the Group CEO and concentrated discussions on mid- to long-term management strategies, and that the progress of business improvement plans is monitored appropriately, among other things.
In order to achieve greater effectiveness of the Board of Directors, we also confirmed the necessity of continuously optimizing the structure of the Board from the perspectives of its scale, diversity, and a skills matrix, and ensuring more efficient and effective corporate governance across the Group, in light of the respective duties to be fulfilled by the Company's Board of Directors, statutory committees and Outside Directors, as well as the Board of Directors of each business subsidiary.
Based on these results, we will promote specific initiatives for increasing the effectiveness of the Board of Directors further.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Reference: The Group's main numerical management targets in the Mid-Term Management Plan>

(Billions of yen)

		FY2023 Results	FY2024 Forecasts*1	FY2024 Results
Adjusted consolidated profit	Total	291.0	270.0	334.3
	Domestic P&C Insurance	72.3	25.0	66.2
	Overseas Insurance and Reinsurance	163.1	194.0	218.4
	Domestic Life Insurance	41.8	41.0	40.4
	Nursing Care*2	8.8	6.0	6.6
	Others	4.8	4.0	2.5
Adjusted consolidated ROE		9.2%	Around 7%	9.0%

*1 Values announced in November 2024

*2 Nursing care & seniors business in FY2023

＜Reference：Directors and Executive Officers＞

The Company's Directors and Executive Officers will be as shown below subject to the approval of Proposal 2 "Appointment of Thirteen Directors"

Directors (appointed at Shareholders Meeting)

Directors


Mikio OKUMURA*


Masahiro HAMADA*


Shinichi HARA*


Yuji KAWAUCHI


Shinobu IMAMURA

Outside Directors


Scott Trevor DAVIS


Isao ENDO


Meyumi YAMADA


Kazuhiro HIGASHI


Takashi NAWA


Misuzu SHIBATA


Masayuki WAGA


Toru KAJIKAWA

Nomination Committee
Composed solely of outside directors

Compensation Committee
Composed solely of outside directors

Audit Committee
Majority composed of outside directors

*Concurrently serves as Executive Officer

Executive Officers



Group CEO
Director, President and Representative Executive Officer

Mikio OKUMURA

SOMPO P&C



CEO of SOMPO P&C
Senior Vice President
<CEO of Sompo International Holdings>

James SHEA

Domestic P&C



Senior Vice President
<President of Sompo Japan Insurance>

Koji ISHIKAWA

Overseas (re) Insurance



Senior Vice President
<CEO of Sompo International Holdings>

James SHEA

SOMPO Wellbeing



CEO of Sompo Wellbeing
Senior Vice President
<Chairman of Sompo Himawari Life Insurance>

Yasuhiro OBA

Domestic Life



Senior Vice President
<President of Sompo Himawari Life Insurance>

Yasuki KUME

Nursing Care



Senior Vice President
<President of Sompo Care>

Takamitsu WASHIMI

Group Chief Officers

- Group CFO, Director Deputy President and Representative Executive Officer
  Masahiro HAMADA
- Group CHRO, Director Deputy President and Representative Executive Officer
  Shinichi HARA
- Group CRO, Senior Executive Vice President and Executive Officer
  Yoshihiro UOTANI
- Group CDO
  Executive Vice President
  Masayuki KIMURA
- Group CSuO
  Executive Vice President
  Kayoko SAKAI
- Group CDaO
  Executive Vice President
  Akiko MURAKAMI
- Group CIO
  Senior Vice President
  Yoshiyasu SUZUKI
- Group CAE
  Senior Vice President
  David CAMPUTO

- Koichi NARASAKI, Senior Executive Vice President and Executive Officer (Digital Business(Officer) & Investment)
- Katsuyuki TAJIRI, Senior Vice President (SOMPO P&C, Direct Insurance Business (Officer) and Overseas M&A)
- Kenneth REILLY, Senior Vice President (SOMPO P&C)
- Katsuhito NAKAGAWA, Senior Vice President (Direct Insurance Business)
- Hiroshi HORIE, Senior Executive Vice President (Compliance)
- Nicolas BURNET, Executive Vice President (SOMPO P&C, Group Deputy CFO)
- Junsuke KOIKE, Executive Vice President (Group Deputy CFO)
- Kayoko KOSAKA, Senior Vice President (Group Deputy CSuO)
- Sina MARTENS, Senior Vice President (Group Head of Communications)
- Hirofumi SHINJIN, Senior Vice President (Public Relations)
- Ryoko SHIMOKAWA, Senior Vice President (SOMPO Wellbeing)
- Yohei NAMIKI, Senior Vice President (SOMPO Wellbeing)
- Kazufumi WATANABE, Senior Vice President
- Kyotaro HIROSE, Senior Vice President (SOMPO P&C, General Manager, Corporate Planning Department)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

◆Evaluating the Effectiveness of the Board of Directors

The Company works to improve the functionality of the Board of Directors and strengthen corporate governance by carrying out PDCA cycles for the execution of concrete initiatives that enhance the functionality of the Board of Directors.

As part of its efforts to improve the effectiveness of the Board of Directors in fiscal 2024, we utilized an external expert to analyze and evaluate the effectiveness of the Board of Directors as a whole, in addition to an existing questionnaire, which includes a self-evaluation section to each Director.

We will continue promoting measures to improve issues identified in the result of evaluation and initiatives necessary for achieving better functional performance.

PLAN

Formulate a policy for addressing issues recognized in the effectiveness evaluation in the preceding year

DO

Execute concrete measures in line with the policy

CHECK

Examine if the issues were improved or any new issues have arisen in this year's effectiveness evaluation

ACTION

Discuss the policy for the next year based on the result of examination

<Process of the third-party evaluation utilizing an external expert>

Step 1 Analysis and evaluation	Step 2 Determination of a policy	Step 3 Execution
・Upon obtaining the advice of an external expert, conduct a questionnaire survey to all Directors ・The external expert analyzes the questionnaire result and conducts interviews with all Directors, and holds group interviews and group discussions	・Upon obtaining the advice of an external expert, the Board of Directors summarizes issues and a policy for addressing them for improving the effectiveness of the Board of Directors	・Based on the policy, concrete measures are executed to lead them to more effective operation and deliberation of the Board of Directors

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Outline of the result of the third-party evaluation utilizing an external expert>

Evaluation on Performance of Functions of the Board of Directors

The following matters were confirmed as positive points of the Company's Board of Directors.

- Efforts are undertaken for increasing effectiveness of the Board of Directors by separating the Chair and CEO and having an Outside Director with great personality and quality chair the Board
- Continuous improvement is being made in terms of the operation of the Board of Directors, such as regular presentations by the Group CEO and intensive discussion camps
- Sufficient efforts were made with regard to the issues pointed out in the last year's effectiveness evaluation of the Board of Directors. Particularly, there were deeper discussions on "steady implementation and effectiveness of business improvement plans" and initiatives on "further fulfilling the functions of the Board of Directors" through enhancing opportunities for reporting on the status of business execution.

Initiatives to improve further the effectiveness of the Board of Directors

The following points were confirmed as necessary initiatives to improve further the effectiveness of the Board of Directors.

- The structure of the Board of Directors shall be continuously optimized from the perspectives of its size, diversity, and skills matrix, among others.
- More efficient and effective corporate governance shall be ensured across the Group, in light of the respective duties to be fulfilled by the Sompo Holdings' Board of Directors, statutory committees and Outside Directors, as well as the Board of Directors of each business subsidiary.

Policy to be taken based on the result of evaluation

By promoting initiatives shown below, we will enhance effectiveness of the Company's Board of Directors and corporate governance, with an aim to achieve sustainable increase in corporate value and the SOMPO's Purpose "For a future of health, wellbeing and financial protection."

1. Initiative to evolve and strengthen further the group governance structure
2. Formulation of a mission statement of the Sompo Holdings' Board of Directors
3. Effective operation of the Board of Directors succession planning by the Nomination Committee
4. Stronger cooperation between the Sompo Holdings' Board of Directors and the Board of Directors of its core business subsidiaries, including Sompo Japan

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

◆Promotion of business improvement plans

The Company and Sompo Japan are promoting business improvement plans as explained in the section “Progress and Results of Business of the Corporate Group,” and under the corporate philosophy framework, revised Group Common Competencies, as well as competency-based standards for recruitment, evaluation, management promotion, and executive officer appointment, to increase effectiveness. In this way, we are striving to foster and instill a healthy corporate culture that emphasizes compliance and customer protection.

Sompo Japan is currently reviewing its method of internal communication in order to ensure that important managerial information is correctly communicated within the company. For example, we hold town hall meetings, at which executives engage in direct dialogue with employees across the nation by visit, and a group training (Leader Summit) targeted at managers for them to gain deep understanding of the background and contents of each initiative. We also have executives listen to the frank opinions of customers, introduce a system for frontlines to convey negative information directly to the management, and establish the handover room to never let the fact and memory of our losing the trust of society fade away within the head office. These ongoing initiatives represent our strong will to continue reforming our corporate culture. Effects of these initiatives are evaluated based on data to catalyze behavioral change in officers and employees.

In terms of strengthening governance, to prevent the sales division attempting to intervene inappropriately in claims payment division, we ensure independence of claims payment operations. Operational processes are also being reviewed so that operations are conducted in an appropriate and efficient manner.

Moreover, to ensure an appropriate competitive environment, and to break away from the conventional industry-wide practices so as to become a company chosen by customers for the values of insurance it provides, we steadily implement initiatives, including sales of strategic shareholdings, abolition of excessive commitment to supporting client core business and personnel dispatch to agencies that does not contribute to customer-oriented business conduct, and education to employees and agencies about compliance with the Antimonopoly Act.

From the perspective of enhancing Sompo Japan’s governance system by the Company, we decided to transition Sompo Japan to a company with an Audit & Supervisory Committee, etc., in order to strengthen its Board of Directors’ supervisory function. Based on this transition, we increased the number of the Company officers who concurrently serve as directors of Sompo Japan. This allows the Board of Directors of Sompo Japan to consist mainly of non-executive directors, including outside directors, with a chair of the Board served by the Group CEO. Some head office departments are managed by the Company and Sompo Japan in an integrated manner, so that the Company constantly monitors the management information and directly involves in the

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

formulation of measures of Sompo Japan based on mutual concurrent appointments of officers and employees.

Toward enhancing internal audit functions, we appointed a Group Chief Audit Executive (CAE), a chief executive on the Group's internal audit, to strengthen the third line system across the Group. We will conduct effective internal audit that is consistent with the Group level, including Sompo Japan.

With regard to the business improvement order that Sompo Japan received from the Financial Servies Agency on March 24, 2025 regarding inappropriate management of insurance policy information, we recognize that true causes for the incident primarily lie in the lack of management's understanding and efforts for compliance, disrespect for compliance and customer protection with priority given to customary practices, absence of risk ownership at frontlines and head office divisions, and dysfunctional head office management divisions. According to our analysis, these issues are in common to the true causes pointed out in the business improvement orders received in the preceding fiscal year.

To take more fundamental measures than the business improvement plans currently underway, Sompo Japan will, on formulating recurrence prevention measures against such true causes, such as establishment of a legal compliance system, a system for appropriate customer information control, and development of a healthy organizational culture that emphasizes compliance and customer protection and submitting those as business improvement plan to the Financial Services Agency, steadily implement recurrence prevention measures. Details on the recurrence prevention measures will be posted on the Company's website (https://www.sompo-hd.com/news/update/2025/notice01/).

The Company and Sompo Japan will steadily implement those measures as shown above and continue striving for the restoration of trust.

The Group will, while facing diverse stakeholders with sincerity and striving to restore trust, evolve the role it should play and tackle various issues, aiming to improve its corporate value.

We very much look forward to the further support of all our shareholders in the future.

Note: The monetary amounts, number of shares owned and the like in the Business Report (including the tables set forth below) have been rounded off to the nearest unit displayed. Ratios such as percentages of ownership of shares have been rounded to the nearest unit displayed.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) State of Progress in Assets and Income (Loss) of the Corporate Group and the Insurance Holding Company

A. Trends in Assets and Income (Loss) of the Corporate Group

Category	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024 (Current Period)
	(Millions of yen)	(Millions of yen)	(Millions of yen)	(Millions of yen)
Ordinary income	4,167,496	4,525,869	4,933,646	5,453,769
Ordinary profit	315,512	49,504	488,034	552,924
Net income attributable to shareholders of the parent	224,842	26,413	416,054	422,927
Comprehensive income	143,823	29,346	1,061,846	281,096
Net assets	2,040,789	1,919,140	2,868,258	2,865,132
Gross assets	13,787,835	13,351,277	14,832,778	15,030,015

Note: Overseas consolidated subsidiaries that have adopted International Financial Reporting Standards (IFRS) started applying IFRS 17 “Insurance Contracts” and IFRS 9 “Financial Instruments” from the beginning of fiscal 2023. Due to the application, figures for Fiscal 2022 are presented in figures after the retrospective application of the new accounting policies. Cumulative effect of the application in and before fiscal 2021 are reflected on the beginning balance of net assets for fiscal 2022.

B. Trends in Assets and Income (Loss) of the Insurance Holding Company

Category	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024 (Current Period)
	(Millions of yen)	(Millions of yen)	(Millions of yen)	(Millions of yen)
Operating income	170,164	147,733	155,074	142,732
Dividends received	157,556	133,861	141,147	128,923
Subsidiaries, etc., engaged in the insurance business	153,600	128,960	136,440	126,500
Other subsidiaries, etc.	3,956	4,901	4,707	2,423
Net income (loss) for the period	183,589	116,786	186,482	153,753
Net income (loss) per share for the period	175.34 yen	115.57 yen	188.17 yen	158.67 yen
	(Millions of yen)	(Millions of yen)	(Millions of yen)	(Millions of yen)
Gross assets	1,318,207	1,333,159	1,444,883	1,428,183
Stocks, etc., of subsidiaries, etc., engaged in the insurance business	786,315	786,315	786,315	816,315
Stocks, etc., in other subsidiaries, etc.	155,930	239,328	239,802	250,403

Note: The Company implemented a stock split whereby each share of common stock was split into three shares on April 1, 2024. As a result, figures for net income (loss) per share for the period were calculated assuming that the stock split was implemented at the beginning of fiscal 2021.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(3) Status of Major Offices of the Corporate Groups

As stated in Attachment hereto.

(4) Status of Employees in the Corporate Group

Business Segment	End of Previous Period	End of Current Period	Increase (Decrease) in Current Period
	No. of employees	No. of employees	No. of employees
Domestic P&C insurance business	22,723	22,703	(20)
Overseas insurance and reinsurance business	7,296	7,675	379
Domestic life insurance business	2,650	2,697	47
Nursing care business	14,105	14,078	(27)
Others (Insurance holding company, etc.)	1,647	1,640	(7)
Total	48,421	48,793	372

Notes:

1. The number of employees includes those who are concurrently serving at the Group companies. Persons seconded from the Group to another company have been excluded, and persons seconded from another company to the Group have been included.
2. All the number of employees of the Company is included under “Others (Insurance holding company, etc.)”

(5) Status of Major Lenders to the Corporate Group

None.

(6) Status of Funding to the Corporate Group

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(7) Status of Capital Investment

A. Gross Capital Investment

Business Segment	Amount
Domestic P&C insurance business	(Millions of yen) 13,932
Overseas insurance and reinsurance business	15,883
Domestic life insurance business	2,059
Nursing care business	9,347
Others (Insurance holding company, etc.)	222
Total	41,444

Note: The amount of the Company's capital investment is included in that of "Others (Insurance holding company, etc.)"

B. New Installation, etc. of Significant Equipment

None.

(8) Status of Significant Parent Company and Subsidiaries, etc.

A. Status of Parent Company

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

B. Status of Subsidiaries, etc.

(As of March 31, 2025)

Company Name	Location	Major Lines of Business	Date of Establishment	Common Stock	Percentage of Voting Rights of Subsidiaries, etc. Held By the Company	Others
(Consolidated subsidiaries)						
Sompo Japan Insurance Inc.	Shinjuku-ku Tokyo	Domestic P&C insurance	Feb. 12, 1944	85,000 million yen	100.0%	—
Sompo Direct Insurance Inc.	Shinjuku-ku Tokyo	Domestic P&C insurance	Sep. 22, 1982	35,260 million yen	100.0% (100.0%)	—
Sompo International Holdings Ltd.	Pembroke (British Overseas Territory of Bermuda)	Overseas (re)insurance	Mar. 24, 2017	USD 0 thousand (0 million yen)	100.0% (100.0%)	—
Endurance Specialty Insurance Ltd.	Pembroke (British Overseas Territory of Bermuda)	Overseas (re)insurance	Nov. 30, 2001	USD 12,000 thousand (1,794 million yen)	100.0% (100.0%)	—
Endurance Assurance Corporation	Wilmington Delaware (USA)	Overseas (re)insurance	Sep. 5, 2002	USD 5,000 thousand (747 million yen)	100.0% (100.0%)	—
Endurance Worldwide Insurance Limited	London (UK)	Overseas (re)insurance	Apr. 10, 2002	GBP 215,967 thousand (41,858 million yen)	100.0% (100.0%)	—
SI Insurance (Europe), SA	Luxembourg (Luxembourg)	Overseas (re)insurance	Jan. 12, 2018	EUR 30 thousand (4 million yen)	100.0% (100.0%)	—
Sompo Holdings (Asia) Pte. Ltd	Singapore (Singapore)	Overseas (re)insurance	Aug. 1, 2008	SGD 790,761 thousand (88,154 million yen)	100.0% (100.0%)	—
Sompo Sigorta Anonim Sirketi	Istanbul (Turkey)	Overseas (re)insurance	Mar. 30, 2001	TRY 195,498 thousand (772 million yen)	100.0% (100.0%)	—

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Company Name	Location	Major Lines of Business	Date of Establishment	Common Stock	Percentage of Voting Rights of Subsidiaries, etc. Held By the Company	Others
Berjaya Sompo Insurance Berhad	Kuala Lumpur (Malaysia)	Overseas (re)insurance	Sep. 22, 1980	MYR 118,000 thousand (3,978 million yen)	70.0% (70.0%)	—
Sompo Seguros S.A.	Sao Paulo (Brazil)	Overseas (re)insurance	Oct. 8, 1943	BRL 1,872,552 thousand (48,592 million yen)	99.9% (99.9%)	—
Sompo Himawari Life Insurance Inc.	Chiyoda-ku Tokyo	Domestic life insurance	Jul. 7 1981	17,250 million yen	100.0%	—
Sompo Care Inc.	Shinagawa-ku Tokyo	Nursing care	May 26, 1997	3,925 million yen	100.0%	—
ND Software Co., Ltd.	Nanyo-shi, Yamagata	Nursing care	Dec. 20, 2018	100 million yen	100.0%	—
Sompo Warranty Inc.	Chiyoda-ku Tokyo	Others (Extended warranty)	Aug. 20, 2009	95 million yen	100.0%	—
SOMPO Light Vortex, Inc.	Shinjuku-ku Tokyo	Other (Digital-related)	Jul. 1, 2021	12,198 million yen	100.0%	—
Sompo Asset Management Co., Ltd.	Chuo-ku Tokyo	Others (Asset management)	Feb. 25, 1986	1,550 million yen	100.0%	—
Sompo Japan DC Securities Inc.	Shinjuku-ku Tokyo	Others (Defined contribution pension plan)	May 10, 1999	3,000 million yen	100.0% (100.0%)	—
Sompo Health Support Inc.	Chiyoda-ku Tokyo	Others (Healthcare)	Oct. 1, 2018	10 million yen	100.0%	—
(Affiliates accounted for under the equity-method)						
Universal Sompo General Insurance Company Limited	Mumbai (India)	Overseas (re)insurance	Jan. 5, 2007	INR 3,681,818 thousand (6,480 million yen)	34.6% (34.6%)	—
Palantir Technologies Japan K.K.	Shibuya-ku Tokyo	Others (Software sales)	Oct. 15, 2019	5,432 million yen	50.0%	—

Notes:

1. This table shows the details of significant consolidated subsidiaries and affiliates accounted for under the equity method.
2. The yen value displayed in parentheses under the “Common Stock” column is the amount translated at the market exchange rate as of the end of the current period.
3. The figures stated in parentheses in the column of “Percentages of Voting Rights of Subsidiaries, etc. Held by the Company” represent the indirect

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

ownership ratio that is included in the total.

4. SAISON AUTOMOBILE AND FIRE INSURANCE COMPANY, LIMITED has changed its name to Sompo Direct Insurance Inc. on October 1, 2024.

Overview of Important Business Alliances

1. Comprehensive Business Alliance Between Sompo Japan Insurance Inc. and The Dai-ichi Life Insurance Company, Limited
   Pursuant to a comprehensive business alliance with The Dai-ichi Life Insurance Company, Limited, the Company's consolidated subsidiary Sompo Japan Insurance Inc. has entered into agreements for agency in business and conduct of administrative work. The Dai-ichi Life Insurance Company, Limited handles P&C insurance products of Sompo Japan Insurance Inc. and the agencies of Sompo Japan Insurance Inc. handle life insurance products of The Dai-ichi Life Insurance Company, Limited.
2. Business Alliance between the Company and SOHGO SECURITY SERVICES CO., LTD.
   Under the business alliance formed between the Company and SOHGO SECURITY SERVICES CO., LTD., emergency aid services at the time of an accident are provided by SOHGO SECURITY SERVICES CO., LTD. to automobile insurance policyholders of Sompo Direct Insurance Inc., a consolidated subsidiary of the Company. In addition, the same services are provided to part of automobile insurance policyholders of Sompo Japan Insurance Inc.
3. Alliance Between Sompo Holdings (Asia) Pte. Ltd. and the CIMB Group Concerning Sales of P&C Insurance through Banks
   Pursuant to an alliance with the CIMB Group, a major banking group in Southeast Asia, the Company's consolidated subsidiary Sompo Holdings (Asia) Pte. Ltd. provides P&C insurance products through the CIMB Group's network of branches in four countries in Southeast Asia (Malaysia, Indonesia, Singapore and Thailand).
4. Alliance Between the Company, Palantir Technologies Inc. and Palantir Technologies Japan K.K.
   The Company is developing a new solution model that utilizes the software technologies of Palantir Technologies Inc. through an alliance with Palantir Technologies Inc. and Palantir Technologies Japan K.K., which was jointly established by the Company and Palantir Technologies Inc.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(9) Status of Assignment and Acceptance of Assignment of Businesses, etc.

None.

(10) Other Important Matters Relating to the Present Condition of the Corporate Group

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

II. Matters Relating to Company Executives

(1) Overview of Company Executives

A. Directors

(As of March 31, 2025)

Name	Position and Responsibilities in the Company	Significant Positions Concurrently Held	Others
Mikio OKUMURA	Director	Director of Sompo International Holdings Ltd. Director of Sompo Japan Insurance Inc.	
Masahiro HAMADA	Director	Director of SOMPO Light Vortex, Inc. Director of Sompo Himawari Life Insurance Inc. Director of Sompo Japan Insurance Inc.	
Shinichi HARA	Director	Director of Sompo International Holdings Ltd.	
Scott Trevor DAVIS	Director (outside) Member of the Nomination Committee (chair) Member of the Compensation Committee	Professor of the Department of Global Business, College of Business, Rikkyo University Member of the Board of Bridgestone Corporation (Outside Director) Member of the Board of Ajinomoto Co., Inc. (Outside Director)	Note 1
Isao ENDO	Director (outside) Member of the Nomination Committee Member of the Compensation Committee	Director of DreamArts Corporation (Outside Director) Director of NEXTAGE Co., Ltd. (Outside Director) Director of TANAKA PRECIOUS METAL GROUP Co., Ltd. (Outside Director)	Note 1
Kazuhiro HIGASHI	Director (outside) Chairman of the Board of Directors Member of the Nomination Committee Member of the Compensation Committee	Vice Chairman of The Osaka Chamber of Commerce and Industry Director of Honda Motor Co., Ltd. (Outside Director)	Note 1
Misuzu SHIBATA	Director (outside) Member of the Audit Committee (Chair)	Attorney at law Director of DELICA FOODS HOLDINGS CO., LTD. (Outside Director) Director of PILOT CORPORATION (Outside Director)	Note 1, Note 2

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Position and Responsibilities in the Company	Significant Positions Concurrently Held	Others
Takashi NAWA	Director (outside) Member of the Nomination Committee Member of the Compensation Committee	President of Genesys Partners, Inc. Member of the Board of NEC Capital Solutions Limited (Outside Director) Guest Professor of School of International Corporate Strategy, Hitotsubashi University Business School Advisor of Sumitomo Mitsui Trust Bank, Limited Professor, Division of Business Administration, Graduate School of Business Administration, Kyoto University of Advanced Science Audit & Supervisory Board Member of The Asahi Shimbun Company (Outside Audit & Supervisory Board Member)	Note 1
Meyumi YAMADA	Director (outside) Member of the Compensation Committee (chair) Member of the Nomination Committee	Director of istyle Inc. Director of SEINO HOLDINGS CO., LTD. (Outside Director) Director of Seven & i Holdings Co., Ltd. (Outside Director)	Note 1, Note 3
Kumi ITO	Director (outside) Member of the Audit Committee	Managing Partner of Office KITO Director of True Data Inc. (Outside Director) Director of Ryohin Keikaku Co., Ltd. (Outside Director)	Note 1
Masayuki WAGA	Director (outside) Member of the Audit Committee	Chairman of the Board and Representative Executive Officer of Spiber Inc.	Note 1
Toru KAJIKAWA	Director (outside) Member of the Audit Committee	Certified Public Accountant Chairman of Grant Thornton Taiyo LLC Audit & Supervisory Board Member of Kakiyasu Honten Co., Ltd. (Outside Audit & Supervisory Board Member) Audit & Supervisory Board Member of Kikkoman Corporation (Outside Audit & Supervisory Board Member) Audit & Supervisory Board Member of MITSUBISHI PENCIL CO., LTD. (Outside Audit & Supervisory Board Member)	Note 1, Note 4

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Position and Responsibilities in the Company	Significant Positions Concurrently Held	Others
Satoshi KASAI	Director Member of the Audit Committee	—	Note 5

Notes:

1. Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Ms. Kumi ITO, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA are all “independent directors/auditors,” which are specified by the Tokyo Stock Exchange, Inc. as being unlikely to have a conflict of interest with general shareholders.
2. Ms. Misuzu SHIBATA’s registered name is Misuzu KOYAMA.
3. Ms. Meyumi YAMADA’s registered name is Meyumi YAMADA using different type of Japanese characters for her first name.
4. Mr. Toru KAJIKAWA has many years of working experience as a certified public accountant at audit firms, and has a considerable level of experience in connection with finance and accounting.
5. In order to ensure the effectiveness of audits, the Company needs an extensive range of accurate information collected by internal directors who are well versed in the Group’s internal organization and execution of business. For this reason, the Company has elected Mr. Satoshi KASAI as a full-time member of the Audit Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

B. Executive Officers

(As of March 31, 2025)

Name	Position and Responsibilities in the Company	Significant Positions Concurrently Held	Others
Mikio OKUMURA	Group CEO, President and Representative Executive Officer Responsibilities in the Company: Overall management of the Group's operations (Chief Executive Officer)	Director of Sompo International Holdings Ltd. Director of Sompo Japan Insurance Inc.	
Masahiro HAMADA	Group CFO, Senior Executive Vice President and Representative Executive Officer Responsibilities in the Company: The Group's finance (Chief executive)	Director of SOMPO Light Vortex, Inc. Director of Sompo Himawari Life Insurance Inc. Director of Sompo Japan Insurance Inc.	Note 1
Shinichi HARA	Group CHRO, Senior Executive Vice President and Representative Executive Officer Responsibilities in the Company: The Group's human resources (Chief executive) In charge of Legal Affairs and Internal Audit	Director of Sompo International Holdings Ltd.	Note 2
Koji ISHIKAWA	CEO, Domestic P&C Insurance Business, Senior Vice President and Executive Officer Responsibilities in the Company: Domestic P&C Insurance Business (Chief executive)	Representative Director, President and Chief Executive Officer of Sompo Japan Insurance Inc.	Note 3
Yasuhiro OBA	CEO, Domestic Life Insurance Business, Senior Vice President and Executive Officer Responsibilities in the Company: Domestic Life Insurance Business (Chief executive)	Representative Director, President and Chief Executive Officer of Sompo Himawari Life Insurance Inc.	Note 4
Takamitsu WASHIMI	CEO, Nursing Care Business, Senior Vice President and Executive Officer Responsibilities in the Company: Nursing Care Business (Chief executive)	Chief Executive Officer of Sompo Care Inc.	Note 5
Koichi NARASAKI	Group CDO, Senior Executive Vice President and Executive Officer Responsibilities in the Company: The Group's digital domain(Chief executive)	CEO of Palantir Technologies Japan K.K. Director of SOMPO Light Vortex, Inc.	

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Kazufumi WATANABE	Group CXO, Executive Vice President and Executive Officer Responsibilities in the Company: The Group's business transformation (Chief executive)	Director of Lotte Holdings Co., Ltd. (Outside Director) Vice President, Director and Executive Officer of Sompo Direct Insurance Inc.	Note 6
Yoshihiro UOTANI	Group CRO, Executive Vice President and Executive Officer Responsibilities in the Company: The Group's risk management and internal control (Chief executive)	Director of SOMPO Light Vortex, Inc. Director of Sompo Japan Insurance Inc. Director of Sompo International Holdings Ltd.	Note 7
Yoshiyasu SUZUKI	Group CIO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's IT (Chief executive) General Manager, IT Strategy Planning Department	―	Note 8
Ryoko SHIMOKAWA	Group CSuO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's sustainability (Chief executive)	Independent Director of Monex Group, Inc.	Note 9
Hirofumi SHINJIN	Group CPRO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's public relations (Chief executive)	―	Note 10

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Position and Responsibilities in the Company	Significant Positions Concurrently Held	Others
Mikio OKUMURA	Group CEO, President and Representative Executive Officer Responsibilities in the Company: Overall management of the Group's operations (Chief Executive Officer)	Director of Sompo International Holdings Ltd. Director of Sompo Japan Insurance Inc.	
Masahiro HAMADA	Group CFO, Senior Executive Vice President and Representative Executive Officer Responsibilities in the Company: The Group's finance (Chief executive)	Director of SOMPO Light Vortex, Inc. Director of Sompo Himawari Life Insurance Inc. Director of Sompo Japan Insurance Inc.	Note 1
Shinichi HARA	Group CHRO, Senior Executive Vice President and Representative Executive Officer Responsibilities in the Company: The Group's human resources (Chief executive) In charge of Legal Affairs and Internal Audit	Director of Sompo International Holdings Ltd.	Note 2
Koji ISHIKAWA	CEO, Domestic P&C Insurance Business, Senior Vice President and Executive Officer Responsibilities in the Company: Domestic P&C Insurance Business (Chief executive)	Representative Director, President and Chief Executive Officer of Sompo Japan Insurance Inc.	Note 3
Yasuhiro OBA	CEO, Domestic Life Insurance Business, Senior Vice President and Executive Officer Responsibilities in the Company: Domestic Life Insurance Business (Chief executive)	Representative Director, President and Chief Executive Officer of Sompo Himawari Life Insurance Inc.	Note 4
Takamitsu WASHIMI	CEO, Nursing Care Business, Senior Vice President and Executive Officer Responsibilities in the Company: Nursing Care Business (Chief executive)	Chief Executive Officer of Sompo Care Inc.	Note 5
Koichi NARASAKI	Group CDO, Senior Executive Vice President and Executive Officer Responsibilities in the Company: The Group's digital domain(Chief executive)	CEO of Palantir Technologies Japan K.K. Director of SOMPO Light Vortex, Inc.	

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Kazufumi WATANABE	Group CXO, Executive Vice President and Executive Officer Responsibilities in the Company: The Group's business transformation (Chief executive)	Director of Lotte Holdings Co., Ltd. (Outside Director) Vice President, Director and Executive Officer of Sompo Direct Insurance Inc.	Note 6
Yoshihiro UOTANI	Group CRO, Executive Vice President and Executive Officer Responsibilities in the Company: The Group's risk management and internal control (Chief executive)	Director of SOMPO Light Vortex, Inc. Director of Sompo Japan Insurance Inc. Director of Sompo International Holdings Ltd.	Note 7
Yoshiyasu SUZUKI	Group CIO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's IT (Chief executive) General Manager, IT Strategy Planning Department	―	Note 8
Ryoko SHIMOKAWA	Group CSuO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's sustainability (Chief executive)	Independent Director of Monex Group, Inc.	Note 9
Hirofumi SHINJIN	Group CPRO, Senior Vice President and Executive Officer Responsibilities in the Company: The Group's public relations (Chief executive)	―	Note 10

Notes:

1. Mr. Masahiro HAMADA took office as Group CFO, Deputy President and Representative Executive Officer of the Company as of April 1, 2025.
2. Mr. Shinichi HARA took office as Group CHRO, Deputy President and Representative Executive Officer of the Company as of April 1, 2025.
3. Mr. Koji ISHIKAWA resigned as CEO of Domestic P&C Insurance Business, Senior Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1, 2025.
4. Mr. Yasuhiro OBA resigned as CEO of Domestic Life Insurance Business, Senior Vice President and Executive Officer of the Company and Representative Director, President and Chief Executive Officer of Sompo Himawari Life Insurance Inc. as of March 31, 2025 and took office as CEO of SOMPO Wellbeing, Senior Vice President of the Company, Chairman and Director of Sompo Himawari Life Insurance Inc., and Director of Sompo Care Inc. as of April 1, 2025.
5. Mr. Takamitsu WASHIMI resigned as CEO of Nursing Care Business, Senior Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1, 2025.
6. Mr. Kazufumi WATANABE resigned as Group CXO, Executive Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1, 2025.
7. Mr. Yoshihiro UOTANI took office as Group CRO, Senior Executive Vice President and Executive Officer of the Company as of April 1, 2025.
8. Mr. Yoshiyasu SUZUKI resigned as Senior Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1,

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

2025.

9. Ms. Ryoko SHIMOKAWA resigned as Group CSuO, Senior Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1, 2025. In addition, she took office as Director of Sompo Himawari Life Insurance Inc. as of April 1, 2025.
10. Mr. Hirofumi SHINJIN resigned as Group CPRO, Senior Vice President and Executive Officer of the Company as of March 31, 2025 and took office as Senior Vice President as of April 1, 2025.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) Remuneration, etc., for Officers

Category	Number of Persons Receiving Payment	Total Remuneration, etc.	Total Amount Per Type of Remuneration				
			Fixed Remuneration (Monthly Remuneration)	Retirement Benefits, etc.	Performance-linked Remuneration, etc.		Non-monetary Remuneration included in the left
					Performance-linked Remuneration	Stock price-linked Remuneration	
Directors (excluding outside directors)	5	49 million yen	45 million yen	—	3 million yen	0 million yen	—
Outside directors	9	194 million yen	194 million yen	—	—	—	—
Executive officers	13	979 million yen	628 million yen	—	250 million yen	100 million yen	—
Total	23	1,223 million yen	868 million yen	—	254 million yen	100 million yen	—

Notes:

1. The number of persons receiving payment, total remuneration, etc. and total amount by type of remuneration, etc. for each respective officer category include the number of and amount for one director and two executive officers who resigned as of March 31, 2024.
2. The amount of remuneration, etc. for three directors who concurrently serve as executive officers is separated as the portion payable for their roles as directors and for their roles as executive officers, and then included into each category of the remuneration, etc. for directors and executive officers, resulting in an inconsistency between the total number of persons receiving payment and the sum of the number of persons receiving payment in each category.
3. Of the performance-linked remuneration, etc., performance-linked remuneration is the total amount of remuneration based on the performance of the previous fiscal year and the amount of reserve for remuneration based on the performance of the current fiscal year (excluding the amount of reserve for the previous fiscal year). Stock price-linked remuneration shows the amount of expenses recorded for the current fiscal year.
4. All remuneration of directors and executive officers is the remuneration, etc. paid by the insurance holding company, and no remuneration is paid by the parent company, etc. of the insurance holding company.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Method of Determining Policies on Decisions Pertaining to the Amounts of Remuneration for Officers or its Calculation Method, and Outline of the Contents of the Policies

1. Positioning of Remuneration System for Officers

The Company regards its remuneration system for officers as an important aspect of corporate governance. The remuneration system for officers has been designed with the aim of increasing corporate value and sharing interests with shareholders. The aforementioned system was designed from an objective perspective by the Compensation Committee, which is chaired by an outside director.

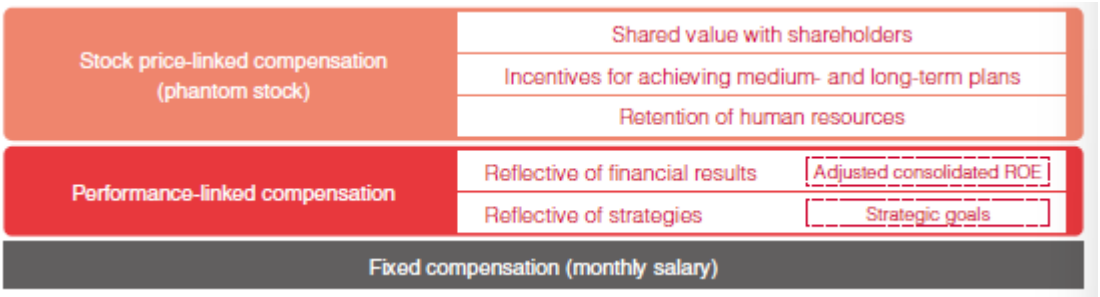
The Company's Policies for Determining Compensation for Officers describes the Basic Policies on Remuneration for Officers, the composition of remuneration and how it is determined for each position, and the details of each type of remuneration.

2. The Company's Remuneration System for Officers

In the Mid-Term Management Plan that began in FY2024, the Company considers increasing resilience of the P&C Insurance Business and seamless provision of services to customers in the Wellbeing Business to be "SOMPO Group's objectives," and is working to realize these objectives. We position executive remuneration as a system to govern and incentivize officers who lead these initiatives, which is linked to the magnitude of their missions and efforts, and corporate performance.

The Company, based on the principle of being mission-driven and results-oriented (a sense of mission and job satisfaction and working with a sense of personal involvement), is of the opinion that each officer should demonstrate and act in accordance with their own duties and mission. Remuneration for these officers is not a fixed amount based on their duties or position, but decided in accordance with the magnitude of the mission they are undertaking for the future and the outcome of their efforts. The system for remuneration for officers was designed with this philosophy in mind.

Executive compensation structure linked with
magnitude of mission, initiatives and earnings of the Company to incentivize officers
for increasing resilience and realizing seamless provision of services



To realize this, the Company determines the standard amount for the total remuneration packages based on the post grading system (rating by post) while setting grades for each post of officer with the Group CEO as the top, commensurate with the responsibilities that come with each such post. The standard amount for the total remuneration packages for each officer is determined each fiscal year, reflecting the magnitude of the mission assigned to each post.

Meanwhile, the Compensation Committee deliberates and determines the amount and composition of the remuneration for each director and executive officer of the Company, in accordance with the determination process and calculation methods described below.

(1) Decision-making process for total remuneration packages

The Company sets remuneration levels on an individual basis with consideration made to the magnitude of the mission assigned to each officer and other factors. This is in contrast to an approach whereby remuneration is determined according to a traditional remuneration table for each officer rank.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



(2) Composition of remuneration for officers

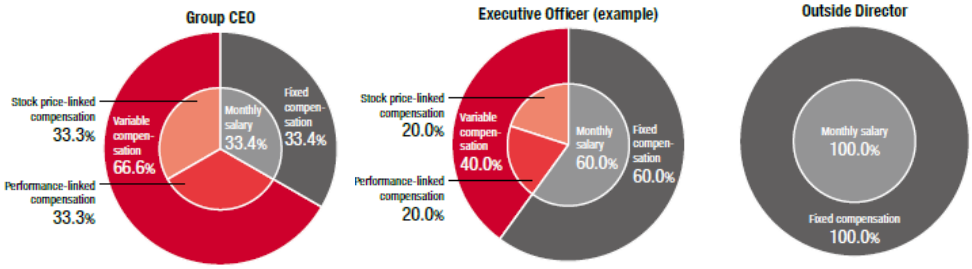
Remuneration for officers consists of a fixed remuneration (monthly remuneration) based on the duties and responsibilities of each officer and a variable component linked to performance. Variable remuneration comprises performance-linked remuneration, which is remuneration linked to short-term performance paid out on a fiscal-year basis in accordance with performance during each year, and stock price-linked compensation, which is remuneration linked to long-term performance in order to increase the association between remuneration and growth in corporate value over the medium-to-long term. This composition is designed to motivate officers to make decisions based on longer-term earnings with a greater awareness of the share price, instead of focusing solely on a single fiscal year.

<Overview of Executive Compensation System>

	Type of compensation	% of total (Target)		Comments
		Group CEO	Other officers	
Fixed compensation	Monthly salary	33.4%	50-70%	• Set for each officer in accordance with the roles and duties of their position • Cash compensation paid monthly
Variable compensation	Performance-linked cash compensation	33.3%	15-25%	• A base amount is set; actual payment is determined based on annual performance • Based on an assessment of each officer's level of achievement for financial and strategic goals • Paid in cash in June after the conclusion of the fiscal year
	Stock price-linked compensation	33.3%	15-25%	• Payment amount is determined in accordance with the share price in order to share value with shareholders and promote medium- and long-term growth of the Group • Payment in cash at any time after a certain period has elapsed since the granting of units up until retirement and also upon retirement
	Subtotal	66.6%	30%-50%	
Total		100%	100%	

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Examples of compensation structure by position>



(3) Concepts of the remuneration elements and calculation method

■Fixed Remuneration (Monthly Remuneration)

The Company sets fixed remuneration (monthly remuneration) in accordance with the responsibilities of the post assigned to each officer, and paid in equal amounts each month, in principle.

The amount of fixed remuneration (monthly remuneration) is set at a level deemed fair in light of prevailing remuneration levels on the market, referring to a survey of remuneration for officers conducted by a third-party remuneration consulting firm, with a standard amount for the total remuneration package based on the post grading system, as well as a base amount that depends on the nature of the duties and responsibilities of each officer while considering the mission of each post.

■Performance-linked Remuneration

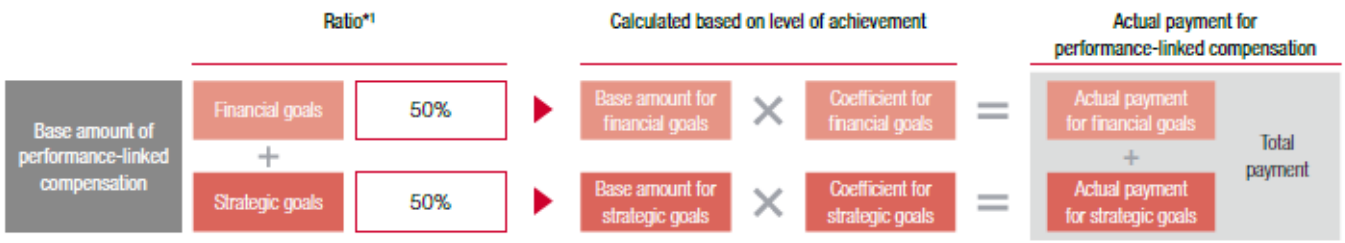
The Company has put in place a performance-linked remuneration system that rewards officers based on the business contributions they made in a single fiscal year, as well as establishing a framework that incentives officers to improve performance for the sake of the Group's growth, while aligning the remuneration system for officers to business strategies. An overview of the system is as follows. In order to ensure that performance-linked remuneration reflects both the financial performance and the strategic performance goals associated with management plans in a balanced manner, the Company adopts a performance-linked remuneration system that comprises "financial performance-linked remuneration" and "strategic performance-linked remuneration." To provide stronger incentives, the Company applies a coefficient to the base amounts of performance-linked remuneration. This coefficient varies according to the level of achievement of strategic goals set for the mission assigned to each officer, ranging from 0% to 200%.

- Performance-linked remuneration is determined by reflecting the degree of achievement toward financial goals and strategic goals in a single fiscal year in the base amount of performance-linked remuneration.
- The target amount of performance-linked remuneration is defined as the amount to be paid when financial goals and strategic goals are achieved. This base amount is determined for each officer individually.
- Performance-linked remuneration consists of financial performance-linked remuneration and strategic performance-linked remuneration. The ratio of the two components is determined by the Compensation Committee in accordance with the nature of the mission assigned to each officer.
- The performance metrics for financial goals include adjusted consolidated ROE in the fiscal year, and the coefficient is determined as a ratio of actual performance to target performance (numerical targets in the business plan).
- The performance metrics for strategic goals are those agreed upon by the Group CEO, or other senior executives (such as Business CEOs*) in charge of evaluating performance, in accordance with the mission assigned to the officer in question, and the coefficient is set according to the degree of achievement.

  * Effective from April 1, 2025, Business CEOs were renamed heads of business segments.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

- Engagement metrics are assigned to all officers as a mandatory component related to unrealized financial value metrics, which serve as performance metrics applied to strategic goals, while some officers are assigned brand value metrics.

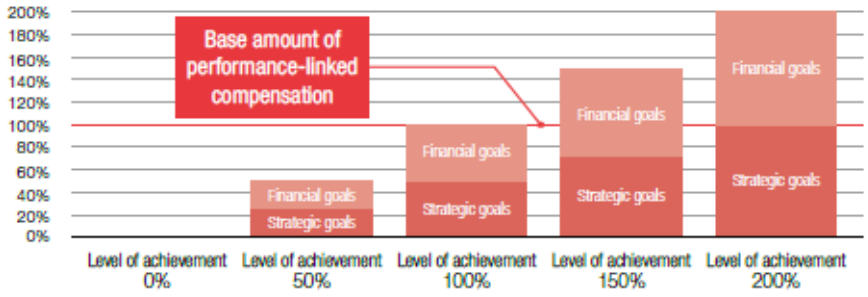


*1 The initial ratio of base amount for financial goals to base amount for strategic goals is set at 50:50; this ratio is adjusted individually for each officer in accordance with their duties.

Actual payment ranges between 0% and 200% of the base amount of performance-linked compensation, depending on the level of achievement of financial targets and strategic targets by each officer.

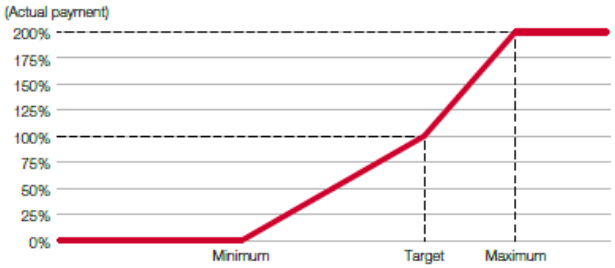
*2 The chart on the right shows payments in cases where the ratio of financial goals to strategic goals is 50:50, and where levels of achievement are equal for both financial goals and strategic goals.

Payment of performance-linked compensation, by level of achievement*2



Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Financial goals



The financial goal coefficient is 100% when the targeted financial performance is achieved; in this case, the base amount of compensation will be paid. Depending on the level of achievement of financial goals, actual payment will range from 0% to 200% of the base amount.
*The graph above indicates the relationship between level of achievement and actual payment.

Strategic goals

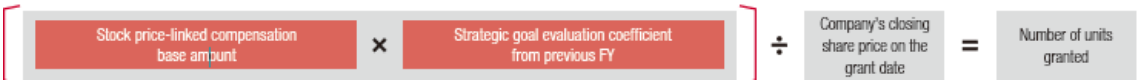
Description	Level of achievement
Results better than expected	200%
	175%
	150%
	125%
Results as expected	100%
Results worse than expected	75%
	50%
	25%
	0%

The coefficient is determined in accordance with the level of achievement of strategic goals established for each officer; this coefficient is then multiplied with the base amount. A coefficient of 100% is used when strategic targets have been fully met; 200% is the maximum and 0% the minimum.

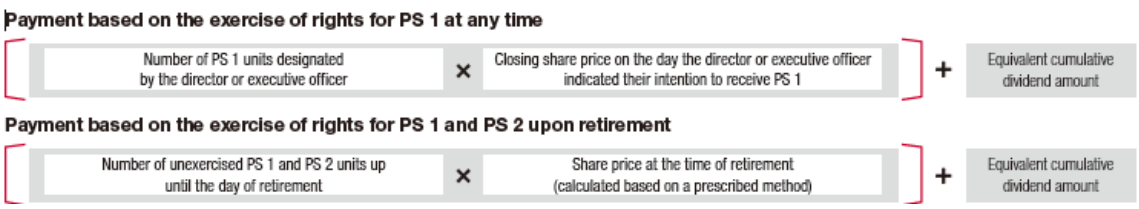
■ Stock price-linked compensation

The Company believes it is vital that the Group as a whole grows sustainably over the long term. For the purpose of maintaining the link between compensation for directors and executive officers and stock value, as well as further raising the awareness and talent retention that contributes to stronger earnings and greater corporate value over the medium-to-long term, we introduced a stock price-linked compensation (phantom shares, or PS). For this compensation, PS offering the same economic value as cash stock is issued to the directors and executive officers. An overview of this system is as follows.

- The number of units granted is determined by multiplying the stock price-linked compensation base amount, which varies depending on the magnitude of the mission of each director and executive officer, by the previous year's strategic goal evaluation coefficient and dividing it by the Company's share price.



- The units granted will vest at the end of the fiscal year three years after the grant date. Once vested, they will be categorized into PS 1 and PS 2. If the director or executive officer resigns voluntarily before the vesting date, the units will not be eligible for vesting.
- PS 1 and PS 2 units will be divided evenly (50% each) and be subject to the following.
  PS 1: After vesting, an amount based on the current share price at any time up until retirement, along with an equivalent cumulative dividend amount, will be paid in cash.
  PS 2: Upon retirement, an amount based on the share price calculated with a prescribed method, along with an equivalent cumulative dividend amount, will be paid in cash.
- The payment amount will be determined as follows.



(4) Payment proportion (composition ratio by remuneration)

The Company determines the appropriate proportion between the fixed portion and performance-linked portion commensurate with the roles and responsibilities, to incentivize officers to accomplish management strategies/management plans and

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

achieve performance targets, based on the Basic concept of Compensation for Directors and Executive Officers.

Remuneration, etc. for executive officers in charge of business execution is designed to provide motivation and morale enhancement for solidly practicing strategies under the Mid-term Management Plan and other strategies in pursuit of achieving performance targets and sustainable business value, while sharing values with shareholders over the medium to long term. The composition of remuneration is structured to give higher proportions to the performance-linked portion for posts with greater performance responsibilities. For example, 66.6% of the remuneration for the Group CEO is variable depending on performance, while fixed remuneration (monthly remuneration) accounts for 33.4%, thereby clarifying the responsibilities for performance to establish a largely performance-based compensation system.

On the other hand, remuneration for non-executive directors consists solely of fixed remuneration with no payment of performance-linked remuneration or stock price-linked compensation.

(5) Indicators used to determine performance-linked remuneration and reason for selecting these indicators as well as the method for determining the amounts thereof

The following is a summary of financial indicators used to determine performance-linked remuneration and are set according to the business domain of an officer. Performance-linked remuneration is calculated based on the method described in aforementioned (3), and the amount paid is determined by the Compensation Committee in view of corporate performance and the contribution thereto by individual officers, among other factors.

Strategic targets are assigned to each individual officer.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Business domain	Financial indicators (Fiscal 2024)	Reason for selection
Entire Group	Adjusted consolidated profit	・ Designed to encourage enhancement of profitability across the Group
	Adjusted consolidated ROE	・ Designed to encourage enhancement of capital efficiency across the Group
Domestic P&C Insurance Business	Adjusted profit	・ Designed to encourage enhancement of profitability of Domestic P&C Insurance Business
Domestic Life Insurance Business	Adjusted profit	・ Designed to encourage enhancement of profitability of Domestic Life Insurance Business
	Amount of increase in adjusted EV	・ Designed to encourage further growth of Domestic Life Insurance Business
Nursing Care Business	Adjusted profit	・ Designed to encourage enhancement of profitability of Nursing Care Business
Digital domain	Adjusted profit	・ Designed to encourage enhancement of profitability of Digital Business
	Revenue	・ Designed to encourage further growth of Digital Business

Notes:

1. Adjusted profit in the Nursing Care Business is the standalone figure for Sompo Care Inc.
2. Adjusted profit and revenue in the Digital domain are the standalone figures for Palantir Technologies Japan K.K.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

3. Policies for Determining Compensation for Directors and Executive Officers

The Company positions remuneration for officers as an important matter in terms of enhancing corporate performance as well as corporate value, and accordingly formulates the Policies for Determining Compensation for Directors and Executive Officers.

(1) Policies for determining compensation for individual officers

The Company formulates the policies on decisions of remuneration for individual officers, whereby the amount paid is determined based on personal performance evaluation including qualitative assessment of each officer. The policies for determining compensation for individual officers are determined by the resolution of the Compensation Committee. The policies for determining compensation for individual officers in this fiscal year are as follows:

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

<Policies for Determining Compensation for Directors and Executive Officers>

The Company regards compensation for Directors and Executive Officers as important matter from the viewpoints of improving business performance and corporate value, and sets policies for determining compensation for Directors and Executive Officers as follows:

(1) Basic concept of Compensation for Directors and Executive Officers (Group-wide policy)

The Company's Purpose is "For a future of health, wellbeing, and financial protection." To embody this purpose, it defines the expected behaviors based on SOMPO's Values (Integrity, Self-motivation, and Diversity) as the foundation for the decisions and actions of executives and employees.
Executives are expected to lead by example. Therefore, their compensation is determined based on the following principles:

(i) The compensation system should create sustainable value for stakeholders over the medium to long term.
(ii) The level and system of compensation ensures acquisition and retention of top talent as management of the Group.
(iii) Compensation shall be determined in accordance with the magnitude of the mission with a forward-looking mindset and accomplishments. Additionally, fixed factors associated with specific job title or position may be taken into consideration.
(iv) The compensation system for Directors, Executive Officers and Vice Presidents shall be consistent with business strategy and heightens the Directors', Executive Officers' and Vice Presidents' awareness of performance improvement for the Group's growth.
(v) Compensation shall reflect medium to long-term results and initiatives of Directors, Executive Officers and Vice Presidents, not just performance in a single fiscal year.
(vi) The compensation system of the Company and major subsidiaries shall have objectivity, transparency and fairness to fulfill accountability to stakeholders through the deliberation process at the Compensation Committee of the Company.

(2) Compensation system for Directors and Executive Officers

The following is applied to the Company's compensation system for Directors and Executive Officers. However, in case there is a justifiable reason for not applying the following, the amount and composition of compensation are determined individually by the Compensation Committee.

(i) Composition and determination method of Directors' compensation

Compensation for Directors shall consist of monthly compensation, performance-linked compensation and stock price-linked compensation. With regard to monthly compensation, performance-linked compensation and stock price-linked compensation, fixed amount shall be determined for monthly compensation, while a base amount and the number of base point (one unit = cash equivalent to one common share of the Company) shall be determined for performance-linked compensation and stock price-linked compensation, depending on whether the Director is an Outside Director or not, and whether the Director is a full-time or a part-time Director.
However, performance-linked compensation and stock price-linked compensation are not paid to non-executive Directors.
Any Director who also serves as an Executive Officer shall be paid with the sum of the compensation for Director and the compensation for Executive Officer.
The overview of the performance-linked compensation and stock price-linked compensation is described below in (iii) and (iv).

(ii) Composition and determination method of Executive Officers' and Senior Vice Presidents' compensation

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Compensation of Executive Officers and Senior Vice Presidents shall consist of monthly compensation, performance-linked compensation and stock price-linked compensation. The amount and composition of compensation of Executive Officers and Senior Vice Presidents are determined based on the business environment and market average executive compensation, reflecting the magnitude of the mission.
Additionally, fixed amount shall be determined for monthly compensation, while base amount and the number of base point (one unit = cash equivalent to one common share of the Company) shall be determined for performance-linked compensation and stock price-linked compensation.
The overview of the performance-linked compensation and stock price-linked compensation is described below in (iii) and (iv).

(iii) Performance-linked compensation

The Company has introduced performance-linked compensation system to align compensation for Directors and Executive Officers and business strategy and heighten the Directors' and Executive Officers' awareness of performance improvement for the Group's growth. The overview of the system is described below.

- Performance-linked compensation shall be determined by reflecting the degree of achievement of financial target and strategic target for a single fiscal year in the base amount of performance-linked compensation.
- The base amount of performance-linked compensation is defined as the amount to be paid when financial target and strategic target are achieved. This base amount is determined individually for each Director and Executive Officer.
- Performance-linked compensation consists of financial performance-linked compensation and strategic performance-linked compensation, and the allocation ratio of each base amount is determined by the Compensation Committee in accordance with the nature of the mission of each Director and Executive Officer.
- Performance indicators that are applied to financial target are adjusted consolidated ROE and others for the fiscal year and the coefficient is determined according to the actual figures vs. target figures (numerical target in business plan).
- Performance indicators that are applied to strategic target are the indicators agreed by the Group CEO, Business CEO or other Director, Executive Officer or Vice President responsible for evaluation in accordance with the mission of each Director, Executive Officer and Vice President, and the coefficient is determined according to the degree of the achievement.

(iv) Stock price-linked compensation system

The Company has introduced a stock price-linked compensation system that provides the same economic value as actual shares in order to motivate directors to continuously improve the Company's corporate value and to promote value sharing between directors and shareholders. The outline of this system is as follows:

- Stock price-linked compensation reflects an amount equal to the Company's stock price and dividends in the number of units granted. The number of units will be determined by reflecting the level of achievement of strategic goals in the base amount of stock-linked compensation, which is determined based on the size of the mission, etc.
- The units granted will vest at the end of the fiscal year three years after the date of grant, and the vested units will be classified as PS (i) and PS (ii).
- Directors may exercise their rights at any time with respect to PS (i) and only upon retirement with respect to PS (ii), and the amount to be paid will be calculated by multiplying the number of units exercised by the Company's share price at the time of exercise and adding an amount equivalent to the dividends accumulated up to the time of exercise.

The contents of the remuneration, etc. for individual officers in the current fiscal year are judged by the Compensation Committee to be in line with the policies for determining compensation for individual officers, as they have been determined appropriately

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

according to the performance indicators by business and the level of achievement against individual strategic goals regarding performance-linked remuneration, and the level of achievement against individual strategic goals regarding stock price-linked compensation, in accordance with a system that conforms with the Basic concept of remuneration for officers.

(2) Policy for determining the amount of remuneration, etc. for each position and its calculation method

The Company largely classifies the roles of officers, etc. into supervisory responsibilities and operational responsibilities which are defined by the nature of responsibilities and by the scale of the scope of responsibilities, respectively, and set officer remuneration in accordance with each role.

a. Remuneration for directors

The role of directors in a company with a nomination committee, etc. is supervision of business execution, which is, by its nature, classified as supervisory responsibilities. Thus, the nature of remuneration for directors, which is basic remuneration, is deemed remuneration for supervisory responsibilities. In consideration of the roles of outside directors and non-executive directors, the Company sets the amounts of their remuneration in reference to the remuneration levels in the market based on a survey of executive remuneration conducted by a third-party remuneration consulting firm. Also, due to the role of fulfilling supervisory responsibilities, these officers are not eligible for the payment of performance-linked compensation.

b. Remuneration for executive officers

The role of executive officers is business execution, which is, by its nature, operational responsibilities. Accordingly, their remuneration corresponds to their operational responsibilities.

Remuneration for executive officers corresponding to their operational responsibility shall be set individually according to the magnitude of the mission assigned to respective officers. As executive officers shall, by the nature of operational responsibilities, be responsible for the results of their performance and the growth in corporate value, they shall be paid, apart from the payment of fixed remuneration (monthly remuneration), performance-linked remuneration for the performance in the current fiscal year along with stock price-linked compensation for the growth in corporate value over the medium-to-long term.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

4. Target Values and Actual Results of the Indicators Used to Determine Performance-linked Remuneration (Paid in the Current Fiscal Year)

Target values and actual levels of achievement of the indicators related to performance-linked remuneration paid during the current fiscal year are as follows:

Business domain	Corporate performance appraisal indicators (Fiscal 2023)	Target values (Fiscal 2023)	Actual results (Fiscal 2023)
Entire Group	Adjusted consolidated profit	282.0 billion yen	295.9 billion yen
	Adjusted consolidated ROE	10.3%	9.3%
Domestic P&C Insurance Business	Adjusted profit	86.0 billion yen	78.2 billion yen
	Net income	180.0 billion yen	207.9 billion yen
Domestic Life Insurance Business	Adjusted profit	40.3 billion yen	41.9 billion yen
	Amount of increase in adjusted EV	78.0 billion yen	67.3 billion yen
Nursing Care & Seniors Business (entire Nursing Care & Seniors Business)	Adjusted profit	6.9 billion yen	7.7 billion yen
Nursing Care & Seniors Business (stand-alone figure for Sompo Care Inc.)	Adjusted profit	5.3 billion yen	6.0 billion yen
Digital Business	Adjusted profit	4,749 thousand dollars	11,378 thousand dollars
	Revenue	19,532 thousand dollars	33,673 thousand dollars

Notes:

1. The target values and actual results are partially adjusted compared with KPIs and figures in the financial statements announced by the Company.
2. Net income in the Domestic P&C Insurance Business is the stand-alone figure for Sompo Japan.
3. Adjusted profit and revenue in the Digital Business are stand-alone figures for Palantir Technologies Japan.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(3) Contracts for Limitation of Liability, Indemnity Agreements

Name	Overview of the Contracts for Limitation of Liability, Indemnity Agreements, etc.
Scott Trevor DAVIS (Director (outside))	The Articles of Incorporation of the Company stipulate that according to the provisions of Article 427, Paragraph 1 of the Companies Act, the Company may enter into a contract with outside directors to limit liability for damages caused by failure to perform duties (contract for limitation of liability) and that the limit of liability based on the contract for limitation of liability shall be the amount stipulated by laws and regulations. Based on the provisions of the Articles of Incorporation, the Company has entered into a contract for limitation of liability with outside directors.
Isao ENDO (Director (outside))	
Kazuhiro HIGASHI (Director (outside))	
Misuzu SHIBATA (Director (outside))	
Takashi NAWA (Director (outside))	
Meyumi YAMADA (Director (outside))	
Kumi ITO (Director (outside))	
Masayuki WAGA (Director (outside))	
Toru KAJIKAWA (Director (outside))	

(4) Directors and Officers Liability Insurance

Scope of the Insured	Overview of the Directors and Officers Liability Insurance
Directors, executive officers, and senior vice presidents (shikkouyakuin) of the Company and directors, audit & supervisory board members, executive officers, senior vice presidents (shikkouyakuin) and employees and others in positions of management and supervision of its subsidiaries (excluding some overseas subsidiaries)	The Company has entered into a directors and officers liability insurance with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. This insurance covers any damages which may arise from the directors, etc. being held liable for the performance of their duties or being subject to a claim in respect of such liability. However, in order to ensure the adequacy of insureds' performance of duties, there are certain exemptions, such as no coverage for damages arising from actions taken with the knowledge that the insureds were in violation of laws and regulations. The Company will bear all insurance premiums.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

III. Matters Relating to Outside Officers

(1) Concurrently Held Positions and Other Circumstances of Outside Officers

Concurrently held positions of outside officers are as stated in “II. Matters Relating to Company Executives, (1) Overview of Company Executives.” Furthermore, there are no significant capital relationships or business transactions between the Company and the companies in which outside officers hold concurrent positions.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) Main Activities of Outside Officers

Name	Term of Office	Record of Attendance at Meetings of the Board of Directors, etc.	Remarks Made at Meetings of the Board of Directors, etc. and Other Activities
Scott Trevor DAVIS (Director (outside))	10 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Nomination Committee: Attended 10 times out of 11 meetings Meetings of the Compensation Committee: Attended 11 times out of 12 meetings	Based on his professional knowledge as a learned scholar, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of steady implementation of business improvement plans, along with appropriate disclosure of their progress, tips for seminars intended to eradicate harassment issues, promotion of sustainability initiatives in order of priority leveraging the strengths of the Company, the importance of incentivizing management, and how growth investment should be toward enhancing corporate value. As a chair of the Nomination Committee, he is taking the initiative in organizing the implementation of appropriate succession plans with the aim of building a new management structure for the Company and Group companies (consolidation of business segments to Sompo P&C and Sompo Wellbeing, etc.), while making valuable remarks and statements on the assessment and compensation structure of officers of the Group as a member of the Compensation Committee through his research on strategic management, etc. at the university and also from global perspectives. Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors, Nomination Committee and Compensation Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Term of Office	Record of Attendance at Meetings of the Board of Directors, etc.	Remarks Made at Meetings of the Board of Directors, etc. and Other Activities
Isao ENDO (Director (outside))	10 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Nomination Committee: Attended 10 times out of 11 meetings Meetings of the Compensation Committee: Attended 10 times out of 12 meetings	Based on his professional knowledge and experience as a company manager, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of a bottom-up approach for employees to instill and establish the corporate cultural reform and a mechanism to encourage that approach, and utilization of digital technologies and AI to achieve sustainable growth, and actively reflecting them in the management plan. As a member of each of the Nomination Committee and the Compensation Committee, he also makes valuable remarks and statements on the nomination policy, and the assessment and compensation structure of officers of the Group with his expertise and abundant experience gained from working many years at consulting firms and also from his deep and diversified perspective gained through his practical research on “hands-on capabilities.” Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors, Nomination Committee and Compensation Committee.
Kazuhiro HIGASHI (Director (outside))	4 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Nomination Committee: Attended 11 times out of 11 meetings Meetings of the Compensation Committee: Attended 12 times out of 12 meetings	Based on his experience as a company manager, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of systemizing and instilling initiatives based on business improvement plans, and the necessity of reforming officers’ and employees’ awareness in line with the revision of the Group management system. As Chairman of the Board of Directors, he also contributes to increasing effectiveness of the Board of Directors through selecting agenda items and operating meetings in a way that promotes more substantive discussion. By leveraging his expertise and abundant experience based on his career as a manager of major companies for many years, he is offering valuable remarks and statements with regard to the reinforcement of supervisory and decision-making functions of the Board of Directors as a member of the Nomination Committee and Compensation Committee. Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors, Nomination Committee and Compensation Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Term of Office	Record of Attendance at Meetings of the Board of Directors, etc.	Remarks Made at Meetings of the Board of Directors, etc. and Other Activities
Misuzu SHIBATA (Director (outside))	4 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Audit Committee: Attended 15 times out of 15 meetings	Based on her professional knowledge as a legal expert, she makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the necessity of initiatives in cooperation with the industry toward developing a fair competitive environment, and the importance of communication between management and frontlines in the course of reducing strategic shareholdings. As a chair of the Audit Committee, she leads the way into strengthening the Group's audit system, while making valuable remarks and statements on a broad range of matters such as how the Group's governance system should be, and initiatives under business improvement plans, with her expertise and abundant experience as a legal expert. Further, she expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors and Audit Committee.
Takashi NAWA (Director (outside))	4 years and 9 months	Meetings of the Board of Directors: Attended 13 times out of 14 meetings Meetings of the Nomination Committee: Attended 11 times out of 11 meetings Meetings of the Compensation Committee: Attended 12 times out of 12 meetings	Based on his professional knowledge and experience as a management consultant and an erudite scholar, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of a code of conduct and judging criteria intended to guide officers and employees to correct judgment in the course of the corporate cultural reform, desirable investments after reducing strategic shareholdings with returns to shareholders in mind, and the importance of disclosure of the Group's consistent sustainability initiatives. As a member of each of the Nomination Committee and the Compensation Committee, he also makes valuable remarks and statements on the nomination policy, and the assessment and compensation structure of officers of the Group in terms of reinforcing the supervisory and decision-making functions of the Board of Directors with his abundant business experience, combined with his profound academic knowledge from a global perspective. Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors, Nomination Committee and Compensation Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Term of Office	Record of Attendance at Meetings of the Board of Directors, etc.	Remarks Made at Meetings of the Board of Directors, etc. and Other Activities
Meyumi YAMADA (Director (outside))	3 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Nomination Committee: Attended 11 times out of 11 meetings Meetings of the Compensation Committee: Attended 12 times out of 12 meetings	Based on her experience as entrepreneur of venture businesses, she makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of sharing values across generations in the promotion of a corporate culture reform, points requiring attention in forming an alliance in a new business, and the importance of the Group-wide initiatives toward realizing cyber resilience. As a chair of the Compensation Committee, she is taking the initiative in the Committee discussion for ensuring an officers' remuneration system that can incentivize officers of the Company and its main business subsidiaries more effectively, capitalizing on her abundant knowledge earned through corporate management and her business experience including digital, as well as experience of serving as a Director of other major companies. As a member of the Nomination Committee, she is also offering valuable remarks and statements on election and evaluation of the Group officers as well as determination of their remuneration, and diversity, equity & inclusion, an important strategy of the Company. Further, she expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors, Nomination Committee and Compensation Committee.
Kumi ITO (Director (outside))	3 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Audit Committee: Attended 15 times out of 15 meetings	Based on her professional knowledge and experience as a company manager, she makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the necessity of developing personnel from a mid- to long perspective to strengthen internal audit divisions, and the importance of consistency in messages delivered by management and site supervisors in the course of the corporate cultural reform. As a member of the Audit Committee, she also makes valuable remarks and statements on a broad range of matters such as the Group's digital and IT governance, based on her IT, digital, and marketing expertise she gained in business corporations, as well as her high-level insight as company manager. Further, she expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors and Audit Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Name	Term of Office	Record of Attendance at Meetings of the Board of Directors, etc.	Remarks Made at Meetings of the Board of Directors, etc. and Other Activities
Masayuki WAGA (Director (outside))	2 years and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Audit Committee: Attended 15 times out of 15 meetings	Based on his professional knowledge and experience as a company manager, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as the importance of transparent information disclosure from the viewpoint of stakeholders, and the necessity of implementing measures based on careful analysis toward instilling and establishing the corporate philosophy. As a member of the Audit Committee, he also makes valuable remarks and statements on the importance of continuous education and training of employees, capitalizing on his abundant experience and knowledge earned through his career as the top management of a large business. Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors and Audit Committee.
Toru KAJIKAWA (Director (outside))	1 year and 9 months	Meetings of the Board of Directors: Attended 14 times out of 14 meetings Meetings of the Audit Committee: Attended 15 times out of 15 meetings	Based on his professional knowledge and experience as a certified public accountant and company manager, he makes valuable remarks and statements at meetings of the Board of Directors, mainly from supervisory and advisory viewpoints over business execution, on a broad range of matters such as a proposal to have a perspective of examining structural issues to be solved that are inherent to our business model, and the essential points in measuring the effect of sustainability initiatives. As a member of the Audit Committee, he also makes valuable remarks and statements on a broad range of matters such as the perspective of audit required in accounting audits, by leveraging his expertise and abundant experience in accounting and management gained from working for many years at audit firms. Further, he expresses valuable opinions and statements from time to time to the representative executive officers and others through means other than meetings of the Board of Directors and Audit Committee.

Note: During the terms of office of Mr. Scott Trevor DAVIS, Mr. Isao ENDO, Mr. Kazuhiro HIGASHI, Ms. Misuzu SHIBATA, Mr. Takashi NAWA, Ms. Meyumi YAMADA, Ms. Kumi ITO, Mr. Masayuki WAGA and Mr. Toru KAJIKAWA as outside directors of the Company, Sompo Japan Insurance Inc., a subsidiary of the Company, received an administrative disposition under the Insurance Business Act from the Financial Services Agency on March 24, 2025 regarding inappropriate management of insurance policy information.

Each of them has fulfilled his or her responsibilities by, among others, constantly making proposals from the perspective of legal compliance and customer protections and, since the incident was uncovered, making proposals for improving the effectiveness of Group governance.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(3) Remuneration of Outside Officers

Matters concerning remuneration of outside officers are as described in “II. Matters Relating to Company Executives, (2) Remuneration, etc., for Officers.”

(4) Opinion of Outside Officers

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

IV. Equity Shares

(1) Number of Shares

(As of March 31, 2025)

Total number of authorized shares	3,600,000 thousand shares
Total number of shares outstanding	990,482 thousand shares

Note: The Group implemented a stock split whereby each share of common stock was split into three shares on April 1, 2024. In line with this stock split, the total number of authorized shares was changed to 3,600,000 thousand shares.

(2) Total Number of Shareholders at the End of the Current Fiscal Year:

76,711

(3) Major Shareholders

(As of March 31, 2025)

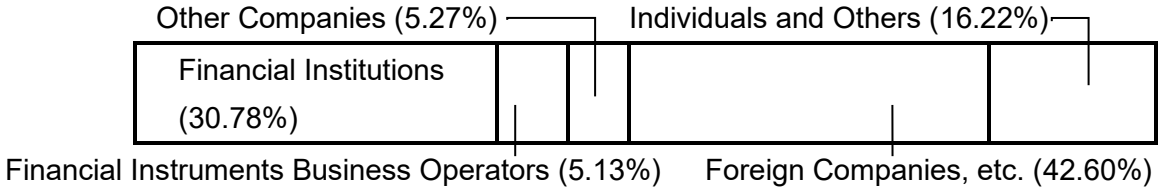
Name of Shareholder	Investment in the Company	
	Number of Shares Held	Portion of Shares Outstanding
	Thousands	%
The Master Trust Bank of Japan, Ltd. (Trust account)	157,656	16.75
Custody Bank of Japan, Ltd. (Trust account)	62,713	6.66
GOVERNMENT OF NORWAY	27,057	2.87
STATE STREET BANK AND TRUST COMPANY 505103	23,807	2.53
Sompo Holdings Employee Shareholders Association	21,963	2.33
STATE STREET BANK AND TRUST COMPANY 505001	21,668	2.30
STATE STREET BANK WEST CLIENT – TREATY 505234	19,803	2.10
JP MORGAN CHASE BANK 380055	17,112	1.82
JPMorgan Securities Japan Co., Ltd.	14,480	1.54
JP MORGAN CHASE BANK 385781	13,596	1.44
Total	379,859	40.35

Notes:

1. In addition to the above, there are treasury stock of 49,105 thousand shares owned by the Company. The said number of treasury stock does not include the 1,622 thousand Company's shares owned by Mizuho Trust & Banking Co., Ltd. (re-trustee: Custody Bank of Japan, Ltd. (Trust account E)), which was established for the purpose of the Board Benefit Trust (BBT).
2. The portion of shares outstanding is calculated after deducting treasury stock (49,105 thousand shares).

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Types of Shareholders



(4) Shares of the Company Issued to Officers during the Fiscal Year

None.

(5) Matters Relating to the Company's Shareholdings

A. Policy on Strategic Shareholding

The Group holds shares for a strategic purpose (for other than pure investment purposes). Those shares are held mainly for either of the following purposes:

1) To maintain insurance transactions and insurance sales channels (shares held by Sompo Japan, a consolidated subsidiary of the Company),
2) To form strategic capital and business alliances

We plan to reduce the balance of strategic shareholdings which may hinder fair competition in insurance transactions to zero by the end of FY2030. To achieve this plan, Sompo Japan sets a goal of reducing the balance at least by 600.0 billion yen in the three years of the Mid-term Management Plan from FY2024 to FY2026. In FY2024, the first year of the Mid-term Management Plan, we achieved reduction of 429.3 billion yen, far outpacing the initial target of 200.0 billion yen. Given this accelerated pace in reduction, we revised upward the reduction target in the Mid-term Management Plan to 800.0 billion yen in May 2025.

Allocating a portion of the capital buffer realized from the continuous selling of strategic shareholdings to growth investment, such as M&A, we seek to maintain and enhance financial soundness and improve capital efficiency.

The Company will not act to hinder the sale of the Company shares held as strategic shareholding by other companies, when they indicate their intention to sell those shares.

B. Confirmation and Verification by the Board of Directors

The Board of Directors of the Company conducts the following confirmation and verification:

- As for the listed shares held that may hinder fair competition in insurance transactions, we confirm the impact on Group's corporate value therefrom, including the comparison of indicators that quantitatively evaluate returns on risks against the Company's capital cost, apart from the progress of the

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

reduction plan until the balance of such shareholdings is reduced to zero.

- As for the listed shares held by the Company and its domestic consolidated subsidiaries for the purpose of strategic capital or business alliances, we verify whether to hold such shares by comprehensively considering all aspects including the degree of contribution to the Group strategies, the status of collaboration (business alliance) with the investees which was projected upon investment and the verifiable fruits derived therefrom, apart from the long-term profitability expected from such shares.

C. Standards for Exercising Voting Rights of Sompo Japan

Sompo Japan will appropriately exercise its voting rights following a basic policy of supporting the sustainable growth of the invested company and based on the constructive dialogue with the invested company as necessary in consideration of the invested company's activities to address environmental issues, corporate governance status, compliance structure, and other areas.

When deciding to exercise voting rights, the points taken into consideration in particular include the following.

(1) Potential material negative impact on shareholder value (transfer of important assets, share transfers due to reasons such as merger or conversion to wholly-owned subsidiary, capital increase from a third-party allocation with an advantageous placement, introduction of anti-takeover measures, etc.)

(2) Financial performance (provision of retirement benefits to officers of companies with a capital deficiency or poor business performance, posting net losses for consecutive periods, ROE and shareholder return, etc.)

(3) Development and operation status of ESG (status of appointment of outside directors, tenure of outside officers and their attendance at meetings of the Board of Directors and the Audit & Supervisory Board, sustainability-related issues such as reduction of GHG emissions, etc.)

V. Matters Relating to Stock Acquisition Rights

As stated in Attachment hereto.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

VI. Matters Relating to Independent Accounting Auditor

(1) Status of Independent Accounting Auditor

Name	Remuneration, etc., in Connection with the Relevant Fiscal Year	Others
Ernst & Young ShinNihon LLC Designated Member with limited liability: Norio Hashiba Designated Member with limited liability: Hiroyuki Kobayashi Designated Member with limited liability: Yohei Kondo	95 million yen	1) Reasons for the Audit Committee's consent to the remuneration, etc. for independent accounting auditors Upon all required examination on the appropriateness of contents of the audit plan designed by the independent accounting auditor, status of the audit duty execution by the independent accounting auditor, the basis for calculating the estimated remuneration and other matters, the Audit Committee of the Company has made a decision to consent to the amount of remuneration, etc. for the independent accounting auditor. 2) Details of non-audit services provided by the independent accounting auditor for which the Company pays fees The Company entrusts to the independent accounting auditor the pre-audit concerning an economic value-based solvency regulation as services other than the services stipulated in Article 2, Paragraph 1 of the Certified Public Accountants Act (non-audit services).

Notes:
1. The auditing agreement between the Company and the independent accounting auditor does not classify between audits pursuant to the Companies Act and audits pursuant to the Financial Instruments and Exchange Act. Moreover, this distinction cannot substantively be made, so the total has been stated.
2. The total amount of cash and other property benefits that the Company and its subsidiary corporations, etc. are to pay to the independent accounting auditor is 893 million yen.

(2) Contract for Limitation of Liability, Indemnity Agreements

None.

(3) Other Matters Concerning the Independent Accounting Auditor

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

A. Policy on Decisions pertaining to Dismissal or Not Reappointing the Independent Accounting Auditor

If the Audit Committee of the Company determines that the independent accounting auditor falls under any case prescribed in each item of Article 340, Paragraph 1 of the Companies Act, the Audit Committee dismisses the independent accounting auditor pursuant to unanimous consent of all members of the Audit Committee.
The Audit Committee verifies, through its full-year audit activities, the compliance with the auditing standards and quality control standards for audit established by the Business Accounting Council, in which the expertise, professional ethics, independence, an audit implementation system, a quality control system, and the duty performance status of the independent accounting auditor are included. As a result of the audits, if the Audit Committee finds that the independent accounting auditor cannot properly perform its duties or it is deemed necessary for other reasons, the Audit Committee, in accordance with the provisions prescribed in Article 404, Paragraph 2 of the Companies Act, determines the content of a proposal for dismissal or not reappointing the independent accounting auditor, and submit the proposal to the General Shareholders Meeting.

B. Examination of Financial Statements of Significant Subsidiary Corporations, etc. of the Insurance Holding Company, by a Certified Public Accountant or an Accounting Corporation Other Than the Independent Accounting Auditor of the Insurance Holding Company

Among significant subsidiary corporations etc. of the Company, overseas subsidiary corporations etc. are audited by accounting corporations other than the independent accounting auditor of the Company.

VII. Basic Policy on what the Persons Controlling Financial and Business Policy Decisions ought to be

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

VIII. Systems to Ensure the Appropriate Performance of the Business Operations and the Status of Implementation of the System

(1) Overview of the Establishment of the System to Ensure the Appropriate Performance of the Business Operations

The Company has established the “Basic Policy on Internal Controls” for the Sompo Group (the “Group”) by a resolution of the Board of Directors, and has put in place a system to ensure that the Group’s business operations are appropriately performed. The “Basic Policy on Internal Controls” is as stated in Attachment hereto.

(2) Overview of the Status of Implementation of the System to Ensure the Appropriate Performance of the Business Operations

Based on the business improvement order received from the Financial Services Agency in FY2023, along with the causal analysis and recommendations for recurrence prevention measures by the external investigation committee, the Company and Sompo Japan formulated business improvement plans and are implementing initiatives according to the plans. Regarding the progress of the plans, we make periodic reports to the Financial Services Agency, while conducting audit on the status of internal system development and appropriateness of its implementation, among other matters.

In addition, on October 31, 2024, Sompo Japan received a cease and desist order and a payment order for a surcharge from the Fair Trade Commission concerning inappropriate insurance premium adjustments. Sompo Japan implements recurrence prevention measures and strengthens initiatives to ensure thorough compliance with the Antimonopoly Act and appropriate business operation.

Moreover, on March 24, 2025, Sompo Japan received a business improvement order from the Financial Services Agency regarding inappropriate management of insurance policy information. Taking this incident seriously, Sompo Japan implements a business improvement plan, and through which ensures compliance with laws and regulations and customer protection, thereby striving for restoration of trust.

(1) Internal Control System as a Whole

- In order to ensure the effective functioning of the Group’s internal control, the Company has established various basic policies to control the Group, and checks the development and implementation status of these policies in a timely manner by the Board of Directors, while analyzing events occurring both inside and outside of the Group and seeking continually to improve, enhance and strengthen the internal control system.
- Under the SOMPO’s Purpose “For a future of health, wellbeing and financial protection,” all our officers and employees cherish the values of “Integrity,” “Self-motivation,” and “Diversity,” and under which strive to foster a healthy corporate culture that emphasizes compliance and customer protection.
- The heads of each business segment are delegated authority as Business CEOs for business strategy proposals, investment decisions and talent deployment, to implement agile decision-making and operational strategy proposals. The Company also introduced a Group Chief Officer system supervised by Group CEO whereby Group Chief Officers are deployed as chief officers responsible for each functional area to exercise functions laterally across the Group including execution of strategies and important issues of the entire Group.
- The Company established the Group Executive Committee to enhance the decision-making function and create a management structure capable of overseeing diverse

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

businesses based on the business segment system while flexibly responding to the changing environment.

- Furthermore, a framework is being developed for promoting the initiatives for providing solutions to medium- to long-term social issues towards materializing SOMPO's Purpose primarily by the Group Sustainable Management Committee whose members comprise of CSuO (including the officer in charge of sustainability) of each of the Domestic P&C Insurance Business, Overseas Insurance and Reinsurance Business, Domestic Life Insurance Business and Nursing Care Business as well as CSO, and is chaired by Group CSuO who serves as the chief executive of the sustainability domain.
- Effective from April 1, 2025, the Company consolidated its businesses into the "Sompo P&C" and "Sompo Wellbeing" business segments, and appointed the Business CEOs overseeing these respective segments. Each of the Business CEOs will convene and chair a committee (Management Board), at which management policies of each segment will be discussed. After a deliberation with the Group CEO, Business CEOs will execute important initiatives on their own authority. This allows for prompt decision-making on strategic and important matters relating to the Group, to promote initiatives on a Group-wide basis.

(2) System to Control the Group Companies

- The Company carries out management of Group companies in order to enhance the corporate value of the Group as a whole by way of approving important matters such as management plans for the Group companies, receiving reports from each company of the Group including the progress of the plan and occurrence of risk events, and taking effective measures as needed in accordance with the approval and reporting system based on the business segment system.
- The Company established a division tasked with financial planning and analysis to allow the Company to understand and analyze the management status of Group companies not just in terms of quantitative perspective, and to confirm and verify the feasibility and appropriateness of each of their plans.
- The Company strives to ensure appropriate business operations of the Group by verifying the status on the development and implementation of the systems for each of the Group companies that are established based on various basic policies of the Group, and providing guidance to each company of the Group as needed.
- The Company enhances supervision over Sompo Japan by sending more officers of the Company to serve as directors of Sompo Japan, and by having the Group CEO chair the board of directors of Sompo Japan.
- Some head office departments are managed by the Company and Sompo Japan in an integrated manner, so that the Company constantly monitors the management information and directly involves in the formulation of measures of Sompo Japan based on mutual concurrent appointments of officers and employees.
- On April 1, 2025, we appointed a Group Chief Audit Executive (CAE), a chief executive on the Group's internal audit, to strengthen the system of the third line across the Group.

(3) Compliance System

- The Company sets out policies for promoting the Group's compliance annually, and makes each company of the Group to be thoroughly aware of such policies. Each company of the Group takes its own initiatives to enhance compliance in a systematic manner based on the established policies. At its Group Executive Committee, the Company checks on the progress made in compliance promotion, and examines the adequacy of such initiatives. The Company and each company of the Group have set their sights on the promotion of more effective compliance and work to prevent the materialization of risks through the formulation of a structure to cope with the risk of

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

extra territorial applications of foreign laws and fair trading.

- The Company makes the basic action pertaining to the compliance of the Group's officers and employees as the Group Compliance Code of Conduct. We also established a mechanism called "SOMPO's Yes" that serves as the basis for decisions in their daily operations. We revamped guidelines for putting them into practice, and by providing seminars across the Group, to foster employees' awareness and understanding.
- The Company and Group companies endeavor to detect legal violations and other inappropriate events at an early stage by developing structures such as the internal reporting system and internal audit system. The Company and Group companies have internal reporting contact points both within and outside the Company. Concerning the use of the system, we established a shared consultation point for the Group. While verifying its effectiveness, we work to make employees aware of the system, including how to put it in use as well as the prohibition on treating whistleblowers unfavorably.
- The Chief Compliance Officer of the Company concurrently serves as an officer in charge of compliance at Sompo Japan, which allows for timely and appropriate information sharing and enhanced cooperation between these companies. In addition, we established a Compliance Office for promoting timely and appropriate information sharing and cooperation with Group companies, including the check on progress of business improvement plans and recurrence prevention measures at Sompo Japan. While developing a system necessary for ensuring legal compliance and customer-oriented business operations of the Group, we also strengthen the monitoring function on serious issues in relation to compliance, grasp any signs and resolve issues within the Group to build a healthier internal control system.

(4) System Regarding Strategic Risk Management (ERM)

- The Company makes each company of the Group to be thoroughly aware of its management strategies and Group Basic Policy on ERM in order to facilitate progress of ERM and dissemination of its culture throughout the overall Group. Each company of the Group establishes strategic risk management systems suitable for the nature of its operation, corporate scale and characteristic, such as developing rules pursuant to the Group Basic Policy on ERM in order to facilitate progress of ERM and dissemination of its culture throughout the overall Group.
- The Company formulates business plans that are consistent with the Sompo Group Risk Appetite Statement through deliberations by the Group Executive Committee and allocates its capital to each business unit based on the growth potential and profitability. Each business unit takes risks within the range of allocated capital in an attempt to achieve profit objectives established in the business plan. The Company carries out ERM based on the principle of the PDCA cycle, in which changes in the operating environment and progress in plans are periodically reviewed and the plans and capital allocations are revised as needed.
- The Company comprehensively identifies significant risks surrounding the Group based upon the fundamental of risk assessment, builds and operates risk control processes which performs analysis, evaluation and control. As part of measures to actively obtain Group companies' key information, we revise the method of evaluating the risk of reputation damage, in order to appropriately identify and evaluate the risk from a perspective of customers and other stakeholders, using a standard common to the Group. For especially significant risks, the Group CRO gains insight into and examines such risks comprehensively. Business CEOs and Group Chief Officers, etc. subsequently develop and implement response measures against risks that require a reinforced system to manage them through a discussion by the Group Executive Committee, etc. in order to improve the effectiveness of risk control. The Company also

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

appropriately controls “emerging risks” that may materialize or transform in the wake of environmental and other changes, and thus possibly have a significant impact on the Group going forward, by keeping an eye on signs of evolving into serious risks.

- The Company promotes the development of the function to ensure the appropriateness of the matters related to actuary of the entire Group (the Group’s actuarial functions) by managing Group companies based on the Actuarial Basic Policy.
- The Company has established the Group ERM Committee as a subordinate organization of the Group Executive Committee. The Group ERM Committee discusses on a Group-wide basis the important issues concerning strategic risk management as well as material risks surrounding the Group.

(5) Structure for the Execution of Duties

- The Company sets out mid-term management plans and fiscal year plans for the Group, which are shared by each company of the Group. Each company of the Group sets out its own mid-term management plans and fiscal year plans that are consistent with plans made on a Group basis, so as to ensure the Group-wide cohesiveness. In addition, the Group promotes enhancement in its IT governance, which is at the base, to develop and promote various measures that contribute to business operation with high reliability, convenience and efficiency for Group companies. Furthermore, the Company established a position of Group Chief Data Officer (CDaO) on April 1, 2025. As a chief executive on the Group’s data, Group CDaO will work to develop, promote and instill a system for facilitating data utilization and ensuring governance.
- Matters that may significantly affect the Group management, such as mid-term management plan and decisions on policies for M&A, are duly deliberated at the Group Executive Committee in order to enhance the efficiency and effectiveness of resolutions by the Board of Directors.

(6) Audit System by the Audit Committee

- In order to ensure the effectiveness of audit by the Audit Committee, the Company establishes an Audit Committee Office that is independent from commands and orders given by executive officers, and appoints exclusive staff.
- The Company formulates rules concerning the reporting to the Audit Committee, who receive reports from officers and employees on primarily the status of their duty execution periodically. In addition, reports are made promptly on matters requested by the Audit Committee. The Group CRO and a Chief Compliance Officer report to the Audit Committee quarterly (or at any time as necessary, if there are specific items) on such matters as an internal control system as a whole, the progress in addressing significant risks for the Group, as to whether there are any misconducts or serious problems taking place at subsidiaries, and the progress of implementation of recurrence prevention measures. In this manner, we seek to increase the effectiveness of audits from a perspective independent from business execution.
- The Company ensures opportunities for the members of the Audit Committee selected by the Audit Committee to express opinions by attending important meetings.
- The Company ensures opportunities for the members of the Audit Committee or the Audit Committee to exchange information with the independent accounting auditor and internal audit sections on the audit results, etc.
- The Company convenes periodic meetings where the members of the Audit Committee meet with representative executive officers to exchange opinions regarding the recognition of the Group’s important issues. The members of the Audit Committee also perform onsite audits, etc. at the Group companies, and exchange information with the representative, etc. and the members of the Audit Committee of the respective companies.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

IX. Matters Concerning Specified Wholly-Owned Subsidiary

As stated in Attachment hereto.

X. Matters Regarding Transactions with the Parent Company, etc.

None.

XI. Matters Relating to Accounting Advisors

None.

XII. Others

None.

Consolidated Balance Sheet

For the fiscal year 2024 (As of March 31, 2025)

(Millions of yen)

Assets:	
Cash and deposits	998,947
Call loans	30,000
Receivables under resale agreements	209,861
Monetary receivables bought	20,563
Money trusts	4,721
Securities	11,572,638
Loans	433,134
Tangible fixed assets:	384,814
Land	111,747
Buildings	165,490
Leased assets	72,840
Construction in progress	4,560
Other tangible fixed assets	30,174
Intangible fixed assets:	485,125
Software	190,710
Goodwill	143,872
Other intangible fixed assets	150,542
Other assets	782,964
Net defined benefit asset	687
Deferred tax assets	109,478
Allowance for possible credit losses	(2,921)
Total assets	15,030,015
Liabilities:	
Underwriting funds:	10,449,179
Reserve for outstanding losses and claims	3,171,645
Underwriting reserves	7,277,534
Corporate bonds	691,395
Other liabilities	792,083
Net defined benefit liability	28,357
Reserve for retirement benefits to directors	21
Reserve for bonus payments	63,511
Reserve for bonus payments to directors	595
Reserve for stocks payments	1,995
Reserves under the special laws:	121,975
Reserve for price fluctuation	121,975
Deferred tax liabilities	15,767
Total liabilities	12,164,882

Net assets:	
Common stock	100,045
Capital surplus	31,684
Retained earnings	1,616,739
Treasury stock	(188,418)
Total shareholders’ equity	1,560,051
Unrealized gains and losses on securities available for sale	963,006
Deferred gains and losses on hedges	920
Foreign currency translation adjustments	295,954
Remeasurements of defined benefit plans	27,109
Total accumulated other comprehensive income	1,286,991
Stock acquisition rights	3
Non-controlling interests	18,086
Total net assets	2,865,132
Total liabilities and net assets	15,030,015

Consolidated Statement of Income

For the fiscal year 2024 (April 1, 2024 to March 31, 2025)

(Millions of yen)

Ordinary income:	5,453,769
Underwriting income:	4,432,472
Net premiums written	4,016,599
Deposits of premiums by policyholders	67,376
Interest and dividend income on deposits of premiums, etc.	30,402
Life insurance premiums written	316,610
Other underwriting income	1,484
Investment income:	793,063
Interest and dividend income	206,375
Investment gains on money trusts	193
Investment gains on trading securities	208,076
Gains on sales of securities	390,322
Gains on redemption of securities	670
Other investment income	17,827
Transfer of interest and dividend income on deposits of premiums, etc.	(30,402)
Other ordinary income	228,234
Ordinary expenses:	4,900,845
Underwriting expenses:	3,833,977
Net claims paid	2,173,610
Loss adjustment expenses	156,487
Net commissions and brokerage fees	843,833
Maturity refunds to policyholders	154,187
Dividends to policyholders	17
Life insurance claims paid and other payments	110,331
Provision for reserve for outstanding losses and claims	145,537
Provision for underwriting reserves	243,774
Other underwriting expenses	6,196
Investment expenses:	124,290
Losses on sales of securities	69,949
Impairment losses on securities	8,581
Losses on redemption of securities	0
Losses on derivatives	22,186
Investment losses on special account	65
Other investment expenses	23,507

Operating, general and administrative expenses	725,039
Other ordinary expenses:	217,538
Interest paid	15,083
Provision for allowance for possible credit losses	55
Losses on bad debt	128
Investment losses on the equity method	25,730
Other ordinary expenses	176,540
Ordinary profit	552,924
Extraordinary gains:	674
Gains on disposal of fixed assets	674
Extraordinary losses:	9,308
Losses on disposal of fixed assets	2,210
Impairment losses	1,494
Provision for reserves under the special laws:	5,561
Provision for reserve for price fluctuation	5,561
Losses on reduction of real estate	41
Net income before income taxes	544,290
Income taxes	189,415
Deferred income taxes	(70,192)
Total income taxes	119,222
Net income	425,067
Net income attributable to non-controlling interests	2,139
Net income attributable to shareholders of the parent	422,927

Non-Consolidated Balance Sheet

For the fiscal year 2024 (As of March 31, 2025)

(Millions of yen)

Assets:	
Current assets:	19,304
Cash and bank deposits	17,095
Prepaid expenses	943
Accounts receivable	854
Others	411
Fixed assets:	1,408,878
Tangible fixed assets:	397
Buildings	261
Tools, furniture and equipment	136
Investments and other assets:	1,408,481
Investment securities	294,424
Investments in subsidiaries and affiliates	1,066,718
Others	47,338
Total assets	1,428,183
Liabilities:	
Current liabilities:	12,418
Accounts payable	1,214
Accrued expenses	142
Income taxes payable	9,871
Accrued consumption taxes	137
Reserve for bonus payments	686
Reserve for bonus payments to directors	365
Fixed liabilities:	153,801
Corporate bonds	70,000
Long-term income taxes payable	4,527
Reserve for retirement benefits	534
Reserve for stocks payments	1,995
Deferred tax liabilities	76,158
Others	586
Total liabilities	166,219
Net assets:	
Shareholders' equity:	1,087,233
Common stock	100,045
Capital surplus:	399,538
Capital reserves	25,045
Other capital surplus	374,492
Retained earnings:	776,068
Other retained earnings:	776,068
Retained earnings carried forward	776,068
Treasury stock	(188,418)
Valuation and translation adjustments:	174,726
Unrealized gains and losses on securities available for sale	174,726
Stock acquisition rights	3
Total net assets	1,261,963
Total liabilities and net assets	1,428,183

Non-Consolidated Statement of Income

For the fiscal year 2024 (April 1, 2024 to March 31, 2025)

(Millions of yen)

Operating income:	
Dividends received from subsidiaries and affiliates	128,923
Fees received from subsidiaries and affiliates	13,808
Total operating income	142,732
Operating expenses:	
Operating, general and administrative expenses	23,283
Total operating expenses	23,283
Operating profit	119,448
Non-operating income:	
Dividend income	16
Gains on forfeiture of unclaimed dividends	73
Others	110
Total non-operating income	199
Non-operating expenses:	
Interest expenses on bonds	335
Investment losses on investment partnerships	1,409
Foreign exchange losses	13
Commission for acquisition of treasury stock	70
Others	2
Total non-operating expenses	1,829
Ordinary profit	117,818
Extraordinary gains:	
Gains on sales of investment securities	88,535
Total extraordinary gains	88,535
Extraordinary losses:	
Losses on sales of investment securities	138
Impairment losses on investment securities	3,528
Losses on sales of stocks of subsidiaries and affiliates	190
Losses on valuation of stocks of subsidiaries and affiliates	23,831
Others	8
Total extraordinary losses	27,697
Net income before income taxes	178,656
Income taxes	25,765
Deferred income taxes	(861)
Total income taxes	24,903
Net income	153,753

[English Translation of the Auditors' Report Originally Issued in Japanese Language]

Independent Auditor's Report

May 16, 2025

The Board of Directors
Sompo Holdings, Inc.

Ernst & Young ShinNihon LLC
Tokyo, Japan

Norio Hashiba
Designated Engagement Partner
Certified Public Accountant

Hiroyuki Kobayashi
Designated Engagement Partner
Certified Public Accountant

Yohei Kondo
Designated Engagement Partner
Certified Public Accountant

Opinion

Pursuant to Article 444, paragraph 4 of the Companies Act, we have audited the accompanying consolidated financial statements, which comprise the consolidated balance sheet, the consolidated statement of income, the consolidated statement of changes in net assets, and notes to the consolidated financial statements of Sompo Holdings, Inc. and its consolidated subsidiaries (the Group) applicable to the fiscal year from April 1, 2024 to March 31, 2025.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position and results of operations of the Group applicable to the fiscal year ended March 31, 2025, in accordance with accounting principles generally accepted in Japan.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in Japan. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Japan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The other information comprises the information included in the Group's business report and its supplementary schedules. Management is responsible for preparation and disclosure of the other information. The Audit Committee is responsible for overseeing the Group's reporting process of the other information.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Management and the Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in Japan, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern and disclosing, as required by accounting principles generally accepted in Japan, matters related to going concern.

The Audit Committee is responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with auditing standards generally accepted in Japan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
- Consider internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances for our risk assessments, while the purpose of the audit of the consolidated financial statements is not expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation in accordance with accounting principles generally accepted in Japan.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Audit Committee with a statement that we have complied with the ethical requirements regarding independence that are relevant to our audit of the consolidated financial statements in Japan, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied to reduce threats to an acceptable level.

Interest Required to Be Disclosed by the Certified Public Accountants Act of Japan

Our firm and its designated engagement partners do not have any interest in the Group which is required to be disclosed pursuant to the provisions of the Certified Public Accountants Act of Japan.

[English Translation of the Auditors' Report Originally Issued in Japanese Language]

Independent Auditor's Report

May 16, 2025

The Board of Directors
Sompo Holdings, Inc.

Ernst & Young ShinNihon LLC
Tokyo, Japan

Norio Hashiba
Designated Engagement Partner
Certified Public Accountant

Hiroyuki Kobayashi
Designated Engagement Partner
Certified Public Accountant

Yohei Kondo
Designated Engagement Partner
Certified Public Accountant

Opinion

Pursuant to Article 436, Section 2, paragraph 1 of the Companies Act, we have audited the accompanying financial statements, which comprise the balance sheet, the statement of income, the statement of changes in net assets, notes to the financial statements and the related supplementary schedules of Sompo Holdings, Inc. (the "Company") applicable to the 15th fiscal year from April 1, 2024 to March 31, 2025.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position and results of operations of the Company applicable to the fiscal year ended March 31, 2025, in accordance with accounting principles generally accepted in Japan.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in Japan. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Japan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The other information comprises the information included in the Company's business report and its supplementary schedules. Management is responsible for preparation and disclosure of the other information. The Audit Committee is responsible for overseeing the Company's reporting process of the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Management and the Audit Committee for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in Japan, and for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern and disclosing, as required by accounting principles generally accepted in Japan, matters related to going concern.

The Audit Committee is responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with auditing standards generally accepted in Japan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
- Consider internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances for our risk assessments, while the purpose of the audit of the financial statements is not expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation in accordance with accounting principles generally accepted in Japan.

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Audit Committee with a statement that we have complied with the ethical requirements regarding independence that are relevant to our audit of the financial statements in Japan, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied to reduce threats to an acceptable level.

Interest Required to Be Disclosed by the Certified Public Accountants Act of Japan

Our firm and its designated engagement partners do not have any interest in the Company which is required to be disclosed pursuant to the provisions of the Certified Public Accountants Act of Japan.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Certified Copy of the Audit Report of the Audit Committee

Audit Report

The Audit Committee audited the duties as performed by the directors and executive officers for the 15th fiscal year from April 1, 2024 to March 31, 2025. The methods and results are reported as follows:

1. Audit Methods and Contents

The Audit Committee received reports periodically from directors, executive officers, and employees, etc. with respect to the status of establishment and operation concerning the contents of Board of Directors resolutions regarding the matters set forth in Article 416, Paragraph 1, Item 1 (b) and (e) of the Companies Act as well as the status of the system developed under the said Board of Directors resolutions (internal control systems). We requested explanations if and when needed, made remarks and statements with respect thereto, and conducted the audit in the following manner:

(i) In accordance with the audit policy and audit plans, etc. established by the Audit Committee and in cooperation with the internal audit sections of the Company, the Audit Committee attended important meetings, received reports from directors and executive officers, etc. concerning the status of the performance of their duties, requested explanations if and when needed, gained access to important approval documents, and examined the status of business operations and assets. As for subsidiaries, we requested communications and an exchange of information with directors and audit & supervisory board members of subsidiaries, and received business report from subsidiaries if and when needed. With respect to the internal control systems pertaining to the financial reporting under the Financial Instruments and Exchange Act, we received reporting concerning the evaluation of the relevant internal control systems and the status of audit from directors and executive officers, etc. and ERNST &YOUNG SHINNIHON LLC, and requested explanations if and when needed.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(ii) We have monitored and inspected whether the accounting auditor has maintained its independent position and conducted proper auditing and received reports from the accounting auditor on the status of the performance of its duties and requested explanations if and when needed. We have also received the notification from the accounting auditor that it has developed the “internal system for ensuring the appropriate execution of duties (matters listed in each item of Article 131 of the Rules of Corporate Accounting) in accordance with “Quality Control Standards for audit” (Business Accounting Council) and others, and requested explanations if and when needed.

On the basis of the above-described audit methods, we have examined the consolidated financial statements (consolidated balance sheet, consolidated statement of income (loss), consolidated statement of changes in net assets and notes to consolidated financial statements) for the relevant fiscal year, the financial statements (balance sheet, statement of income (loss), statement of changes in net assets and notes to non-consolidated financial statements) for the relevant fiscal year, and supplementary schedules thereof.

2. Audit Results

(1) Audit Results for the Business Report, etc.

(i) The business report and supplementary schedules thereof properly represent conditions at the Company in accordance with relevant laws and regulations and the Company’s articles of incorporation.

(ii) There are no inappropriate behaviors or serious violations of the laws, regulations or the Company’s articles of incorporation relating to directors’ and executive officers’ performance of their duties.

(iii) The contents of the Board of Directors resolution concerning the internal control systems are appropriate. Further, there are no matters to be raised regarding the statements in the business report and performance of duties by directors and executive officers with respect to the internal control systems.

As stated in the Business Report, the Company and its consolidated subsidiary Sompo Japan Insurance Inc. (hereinafter "Sompo Japan") are advancing initiatives based on the business improvement plans that they formulated in response to the business improvement orders issued by the Financial Services Agency in fiscal 2023. In addition, Sompo Japan received a cease and desist order and a payment order for a surcharge from the Fair Trade Commission concerning inappropriate insurance premium adjustments in October 2024. Sompo Japan also received a business improvement order concerning the inappropriate management of insurance policy information from the

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Financial Services Agency in March 2025. Taking these facts very seriously, the Audit Committee will continue close monitoring to ensure the steady implementation of the business improvement initiatives, including recurrence prevention measures.

(2) Audit Results for the Consolidated Financial Statements
The audit methods used and results obtained by the accounting auditor, ERNST & YOUNG SHINNIHON LLC, are appropriate.

(3) Audit Results for the Financial Statements and Supplementary Schedules thereof
The audit methods used and results obtained by the accounting auditor, ERNST & YOUNG SHINNIHON LLC, are appropriate.

May 20, 2025

The Audit Committee, Sompo Holdings, Inc.

Misuzu SHIBATA, Chairperson of the Audit Committee (Outside Director)
Kumi ITO, Member of the Audit Committee (Outside Director)
Masayuki WAGA, Member of the Audit Committee (Outside Director)
Toru KAJIKAWA, Member of the Audit Committee (Outside Director)
Satoshi KASAI, Member of the Audit Committee (full-time)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Attachment

Status of Major Offices of the Corporate Groups

A. Status of the Insurance Holding Company

(As of March 31, 2025)

Name of Office	Location	Date of Establishment
Head Office	1-26-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo	April 1, 2010

B. Status of Subsidiary Corporations, etc.

(As of March 31, 2025)

Business Segment	Name of Company	Name of Office	Location	Date of Establishment
Domestic P&C insurance business	Sompo Japan Insurance Inc.	Head Office	1-26-1, Nishi-Shinjuku, Shinjuku-ku, Tokyo	Jul. 21, 1976
	Sompo Direct Insurance Inc.	Head Office	1-26-1, Nishi-Shinjuku, Shinjuku-ku, Tokyo	Oct. 1, 2024
Overseas insurance and reinsurance business	Sompo International Holdings Ltd.	Head Office	Waterloo House, 100 Pitts Bay Road, Pembroke HM08 Bermuda	Mar. 24, 2017
	Endurance Specialty Insurance Ltd.	Head Office	Waterloo House, 100 Pitts Bay Road, Pembroke HM08 Bermuda	Nov. 30, 2001
Domestic life insurance business	Sompo Himawari Life Insurance Inc.	Head Office	3-7-3, Kasumigaseki, Chiyoda-ku, Tokyo	Aug. 1, 2024
Nursing care business	Sompo Care Inc.	Head Office	4-12-8, Higashi-Shinagawa, Shinagawa-ku, Tokyo	Jul. 1, 2017
	ND Software Co., Ltd.	Head Office	3369 Wada, Nanyo-shi, Yamagata	Dec. 20, 2018
Others	Sompo Warranty Inc.	Head Office	2-2-3, Soto-Kanda, Chiyoda-ku, Tokyo	Jun. 14, 2021
	SOMPO Light Vortex, Inc.	Head Office	1-26-1, Nishi-Shinjuku, Shinjuku-ku, Tokyo	Jul. 1, 2021
	Sompo Asset Management Co., Ltd.	Head Office	2-2-16, Nihonbashi, Chuo-ku, Tokyo	Nov. 24, 2009
	Sompo Japan DC Securities Inc.	Head Office	1-25-1, Nishi-Shinjuku, Shinjuku-ku, Tokyo	May 10, 1999
	Sompo Health Support Inc.	Head Office	1-2-3, Awaji-cho, Kanda, Chiyoda-ku, Tokyo	Oct. 1, 2018

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Matters Relating to Stock Acquisition Rights

(1) Number of Stock Acquisition Rights that Executives of the Insurance Holding Company Hold as of the Last Day of the Fiscal Year

	Overview of Content of Stock Acquisition Rights	Number of Holders of Stock Acquisition Rights
Directors (excluding outside officers) and executive officers	The 28th issue of stock acquisition rights of Sompo Japan Nipponkoa Holdings, Inc. ・Number of stock acquisition rights: 9 ・Type and number of shares underlying stock acquisition rights: 2,700 shares of common stock (300 shares per stock acquisition right) ・Amount to be paid-in at the time of exercise of each stock acquisition right: 1 yen per share ・Period during which the stock acquisition rights can be exercised: From August 17, 2015 to August 16, 2040 ・Major conditions of exercise of stock acquisition rights: As stated in Note 1	1
Outside directors	—	—

Notes:

1. Each of the holders of stock acquisition rights (the “Holder of Stock Acquisition Rights”) may exercise his or her stock acquisition rights during the stock acquisition rights exercise period, and only within a period of 10 days from the day following the date on which he or she has lost his or her position as either a director or an executive officer.
   Moreover, the Holder of Stock Acquisition Rights is to exercise in one transaction all of the stock acquisition rights that he or she holds, as to the stock acquisition rights (stock compensation-type stock options) that he or she received pursuant to his or her position as a director or an executive officer of the Company, and shall not be allowed to exercise only a part thereof.
2. This table shows the stock acquisition rights that the Company has granted to executives of the Company as consideration for execution of duties.
3. The Company implemented a stock split whereby each share of common stock was split into three shares with an effective date of April 1, 2024. The “number of shares underlying stock acquisition rights” shown above is in a converted figure after the stock split.

(2) Stock Acquisition Rights, etc., in the Insurance Holding Company that have been Granted to Employees, etc., During the Fiscal Year

None.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Systems to Ensure the Appropriate Performance of the Business Operations and the Status of Implementation of the System

The Company, by resolution of its Board of Directors, adopts the “Basic Policy on Internal Controls” and has put in place a system to ensure the proper operations of the Sompo Group. (Last update date: April 1, 2025)

The “Basic Policy on Internal Controls” is as follows.

<Basic Policy on Internal Controls>

The Company, by resolution of its Board of Directors, adopts the Basic Policy on Internal Controls to ensure the proper operations of the Sompo Group (hereinafter the “Company Group”) and contribute to enhancement and quality improvement of corporate governance based on relevant laws and regulations and SOMPO’s Purpose. The Company shall strive to appropriately capture and validate the Company Group’s control status based on the Basic Policy on Internal Controls at the Board of Directors and enhance its systems. In the event of an incident that may have a material impact on the management of the Company Group, the Company shall promptly determine a response policy at the Board of Directors and take necessary measures.

1. System for Ensuring Proper Conduct of Operations of the Group

   As set forth below, the Company shall establish the systems required to ensure that the operations of the Company Group are conducted properly.

   (1) The Company shall present SOMPO's Purpose, SOMPO’s Values, and the Group Sustainability Vision to its Group companies.
   (2) The Company shall set forth a basic policy for the business management of Group companies and clarify the scope and terms of the business management of the Company. The Company shall also set forth what requires Group companies to submit applications for approval and to report on important matters that have an impact on the Group's management strategy and business plan, while appropriately exercise shareholder rights to each Group company. Furthermore, the Company shall ensure the effectiveness of this action by, for example, concluding business management agreements with them.
   (3) The Company shall formulate various Group Basic Policies that prescribe the Company Group’s control framework and disseminate them to Group companies, requesting compliance therewith. The Company shall also have its Group companies establish systems based on these basic policies, such as by causing them to formulate their own rules according to their actual business operations.
   (4) The Company shall establish systems for information collection, inspections, and examinations required for management decisions. The Company shall also seek to activate management discussions through such means as reliably providing information to independent directors and ensure the adequacy of management decisions on important matters regarding business management of the Company Group.
   (5) The Company shall set forth a basic policy for the management of intra-group transactions to ensure the soundness and adequacy of the Company Group operations without legal violations or risk spreads resulting from conflicts of interest in intra-group transactions. In order to ensure its effectiveness, the Company shall establish intra-group transaction control system, such as ruling transaction scope, items, responsible department to review, and reviewing intra group transaction properly.

2. System for Ensuring Execution of Duties of Directors, Executive Officers, and Employees in Compliance with Applicable Laws and the Company’s Articles of Incorporation

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

As set forth below, the Company shall establish the systems required to ensure that the Company Group's directors, executive officers, and employees ("Officers and Employees") execute their duties in compliance with applicable laws and the firm's Articles of Incorporation.

(1) The Company shall verify that the Group Company's Officers and Employees are executing their duties in a legally compliant manner through such means as reporting on the state of Officers and Employees' execution of their duties at meetings of the Board of Directors.
(2) The Company shall set forth a basic policy on compliance, determine a code of conduct and the course of action for Group compliance as a fundamental principle for the business, and establish a compliance system in the Company Group for managing customer information, managing conflicts of interest transactions, and responding to anti-social forces. The Company shall also issue a compliance rule with standards of conduct for Officers and Employees of the Company Group and conduct ongoing education and training based on compliance rule to disseminate these basic policies, the code of conduct, and the compliance rule.
(3) The Company shall establish systems in the Company Group for internal reporting and internal whistle blowing for misconduct and other such incidents and properly rectify or otherwise respond to such matters.
(4) The Company shall set forth a basic policy for responding to customer feedback and establish effective systems in the Company Group for responding to customer feedback, such as proactively analyzing customer feedback to improve operational quality.
(5) The Company shall set forth a basic policy on the quality of products and services for customers and develop a system to maintain and improve the quality of customer services in the Company Group, such as preparing a manual for reporting procedures to the Company in the event that any Group company imposes an economic disadvantage on a customer, and the check procedures for similar cases among Group companies.
(6) The Company shall set forth a Security policy and establish appropriate management systems for information assets, such as clarifying basic measures to be taken to ensure the security of information assets in the Company Group.

3. Strategic Risk Management Frameworks

The Company shall set forth a basic policy on ERM and implement the Strategic Risk Management, i.e. an ERM designed to minimize unforeseen losses while effectively utilizing its capital, increasing its profits under appropriate control of risks, and maximizing the Company Group's corporate value.

(1) In order to ensure the effectiveness of Strategic Risk Management, the Company shall establish systems for Strategic Risk Management, such as the Sompo Group Risk Appetite Statement to work as a guideline for risk taking in capital budgeting. The Company shall also appropriately manage risks that may confront the Company Group as a whole through the adequate assessment of the risks inherent to a group structure and of the outline of various risk characteristics that exist within the Company Group.
(2) The Company shall have its Group companies develop and implement the appropriate frameworks for strategic risk management, including assessment and evaluation of risks, according to their scope, scale, and characteristics of operations.
(3) The Company shall set forth a basic policy on actuarial science that form the basis of ERM to ensure the appropriate valuation of insurance liabilities and the financial soundness.

4. System to Ensure Effective and Accurate Execution of Duties

As set forth below, the Company shall delegate authority for the execution of job duties, prescribe rules regarding decision-making and reporting, establish a command and

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

control structure, and effectively utilize management resources to ensure that the Company Group's Officers and Employees execute their duties properly and efficiently.

(1) The Company shall formulate the Company Group's management plans and share these plans with its Group companies.
(2) The Company shall establish the Group Executive Committee to discuss the strategy for the entire Group as well as discuss important topics such as the execution of the Company Group's business operations which significantly impact overall business, and with the participation of the Group CEO, business CEOs, Executive Vice President of business segment, Group CxOs, etc., the company will establish a system which enables for high-quality, swift decision-making, and conduct sufficient examinations in areas of high expertise.
(3) The Company shall clearly identify the Company Group's matters in which their Board of Directors is to be involved by designating matters over which their Board of Directors have decision-making authority and matters to be reported to their Board of Directors. The Company shall also determine executive officers' authority consistent with the matters thus designated.
(4) The Company shall establish the Company Group's rules and clearly define their internal organizational units' objectives and scope of responsibilities and shall determine for each organizational unit the division of its duties, executives, and scope of operational authority.
(5) In order to achieve highly reliable, convenient, and effective business operations, the Company shall set forth a basic policy on IT and develop IT governance and system risk control in the Company Group, such as requiring each group company to set up a department aiming to develop an IT control system and to make a system plan, system risk control plan.
(6) The Company shall set forth a basic policy on the management of outsourcing and ensure proper operations in association with outsourcing by the Company Group, such as by managing outsourced companies according to processes from the start to termination of outsourcing.
(7) The Company shall set forth a basic policy on asset management and manage assets with sufficient consideration of risk management based on safety, liquidity, and profitability in light of the characteristics of the Company Group's funds being managed.
(8) The Company shall set forth a basic policy on the establishment of a business continuity system and ensure the stability and soundness of the Company Group's operational foundation in times of emergency, such as by establishing systems to ensure the continuity or early restoration of the Group's key operations during times of crisis, including major natural disasters.

5. System for Ensuring Appropriate Information Disclosure

(1) The Company shall set forth a basic policy on disclosure in order to disclose information regarding the Company Group's business situation properly at timely manner and to enhance its equitability and usability. In order to ensure its effectiveness, the Company shall set up a department that controls disclosure matters based on laws and regulations to establish systems for timely and appropriate disclosure of information concerning its business activities.
(2) The Company shall set forth a basic policy on internal control over financial reporting in the Company Group to ensure adequacy and reliability of financial reporting. In order to ensure the effectiveness of this internal control system, the Company shall clarify various processes and risks led up to the preparation of appropriate financial statements, etc., and shall review those processes to ensure appropriateness of it given the audit results by Audit Committee, Accounting Auditor, and Internal Audit Division. The Company shall also designate a department being responsible for internal control and assessment respectively, and make an annual evaluation plan for internal control in accordance with the internal control framework generally accepted, while assess the plan and prepare an internal control report.

6. System for Retention and Management of Information Related to Directors and

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Executive Officers' Performance of Their Duties

In order to appropriately retain and manage information related to the executive officers' performance of their duties, the Company shall prescribe rules dictating methods for retaining and managing information related to the executive officers' execution of their duties, including minutes of the meetings of the important meetings and documentation related thereto. The Company shall also establish the system required to retain and manage such information.

7. System to Ensure Internal Audits' Effectiveness

In order to ensure the effectiveness of the Company Group's internal audits, the Company shall set forth a basic policy on internal audits, which shall define matters, such as securing independence concerning internal audits, establishing rules and developing plans, and establishing internal audit systems that are efficient and effective for the Group as a whole.

8. System Related to Audit Committee's Audits

The Company shall establish the following systems to improve the effectiveness of Audit Committee's audits:

8-1. Matters relating to employees who assist Audit Committee in the performance of their duties

The Company shall establish an Audit Committee Office as an organization that reports directly to Audit Committee and appoint personnel with the requisite knowledge and experience to serve as Staff of Audit Committee (employees to assist with Audit Committee's duties) assigned exclusively to audit duty. The Company shall also set forth the Rules Regarding Staff of Audit Committee and ensure their independence from executive functions and the effectiveness of instructions issued by Audit Committee to the Staff of Audit Committee as follows.

(1) The Company shall ensure the Staff of Audit Committee's independence from executive officers and other business executives by making decisions regarding Staff appointments, dismissal, compensation, and personnel appraisal subject to the approval of Audit Committee members selected by Audit Committee.
(2) In conducting their duties, Staff of Audit Committee shall follow the instructions and orders of Audit Committee or Audit Committee members only and not receive instructions or orders from other personnel.
(3) Staff of Audit Committee shall have the authority to collect information required in relation to their duties ordered by Audit Committee.

8-2. System for Reporting to Audit Committee

(1) The Company shall, under Audit Committee's approval, prescribe matters that are to be reported to Audit Committee by Officers and Employees (including gross violations of laws or Articles of Incorporation or other improprieties in connection with execution of duties that potentially may cause a material loss for the company) and the timing of such reports in the rules for reporting to Audit Committee. Officers and Employees shall unfailingly submit reports in accord with such prescriptions and other reports requested by Audit Committee.
(2) The Company shall not unfavorably treat such Officers and Employees who have submitted such reports to Audit Committee because of such submission. The same shall apply to the Officers and Employees of Group companies.
(3) When Audit Committee express opinions on directors or executive officers' execution of their duties or recommend improvements thereof, the director or executive officer in question shall report back to Audit Committee on the progress in addressing the matter cited by Audit Committee.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

8-3. Other Systems to Ensure that Audit Committee's Audits are Conducted Effectively

(1) Audit Committee Members appointed by Audit Committee may attend important meetings and express their opinions.
(2) The Company shall fully cooperate with Audit Committee or Audit Committee members when they discuss with directors, executive officers, accounting auditors, internal audit sections, and other persons required to appropriately perform the duties of Audit Committee. The Company also cooperate with them when they collect information from or discuss with Officers and Employees of Group companies.
(3) The Company shall respond to Audit Committee's requests concerning access to the minutes of important meetings and other important documents (including electromagnetic records).
(4) Appointment, dismissal or any other important change relating to the head of Internal Audit department shall be approved by Audit Committee.
(5) The Internal Audit department shall discuss and agree with Audit Committee about the internal audit plan. The Internal Audit department shall report to the Audit Committee audit results and designated matters, and receive instructions from the Audit Committee as necessary.
(6) When Audit Committee or Audit Committee members submit a request for the coverage of costs arising in connection with the execution of their duties, it shall be appropriately processed according to the request made by them.
(7) Officers and Employees of the Company shall comply with any other rules set forth by Audit Committee and items provided in audit standard.

-- End

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Matters Concerning Specified Wholly-Owned Subsidiary

(1) Name and Address of the Specified Wholly-Owned Subsidiary

Name	Address
Sompo Japan Insurance Inc.	1-26-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo

(2) Total Carrying Value as of March 31, 2025 of Shares of the Specified Wholly-Owned Subsidiary Held by the Company and its Wholly-Owned Subsidiaries, etc.

728,500 million yen

(3) Total Amount Recorded Under Assets on the Company's Balance Sheets as of March 31, 2025

1,428,183 million yen

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notes to the Consolidated Financial Statements

Significant Accounting Policies for the Preparation of the Consolidated Financial Statements

Sompo Holdings, Inc. (“the Company”) prepares the consolidated financial statements in accordance with the “Ordinance on Accounting of Companies” (Ordinance of the Ministry of Justice No. 13, 2006) and the “Ordinance for Enforcement of the Insurance Business Act” (Ordinance of the Ministry of Finance No. 5, 1996) pursuant to the provision of Article 118 of the “Ordinance on Accounting of Companies.”

The definitions of subsidiaries and affiliates, etc. conform to Article 2 of the “Ordinance on Accounting of Companies.”

1. Scope of consolidation
   (1) Number of consolidated subsidiaries: 72 companies
   Names of major subsidiaries
   Sompo Japan Insurance Inc.
   Sompo Direct Insurance Inc.
   Sompo International Holdings Ltd.
   Endurance Specialty Insurance Ltd.
   Endurance Assurance Corporation
   Endurance Worldwide Insurance Limited
   SI Insurance (Europe), SA
   Sompo Holdings (Asia) Pte. Ltd.
   Sompo Sigorta Anonim Sirketi
   Berjaya Sompo Insurance Berhad
   Sompo Seguros S.A.
   Sompo Himawari Life Insurance, Inc.
   Sompo Care Inc.
   ND Software Co., Ltd.
   Sompo Warranty Inc.
   Sompo Light Vortex, Inc.
   Sompo Asset Management Co., Ltd.
   Sompo Japan DC Securities Inc.
   Sompo Health Support Inc.

   Sompo Direct Insurance Inc. is formerly SAISON AUTOMOBILE AND FIRE INSURANCE COMPANY, LIMITED, which changed its name on October 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) Names of major non-consolidated subsidiaries
Names of major subsidiaries
Sompo Systems, Inc.

As the non-consolidated subsidiaries do not have a material impact on reasonable judgment about the financial conditions and results of operations of Sompo Holdings Group ("SOMPO HOLDINGS") in terms of total assets, ordinary income, net income or loss and retained earnings, etc. to the extent of equity position of the Company, they are excluded from the scope of consolidation.

2. Application of the equity method
(1) Number of affiliates accounted for under the equity method: 12 companies
Names of major affiliates
Universal Sompo General Insurance Company Limited
Palantir Technologies Japan K.K.

(2) The non-consolidated subsidiaries and affiliates (Sompo Systems, Inc., etc.) do not have a material impact on the consolidated financial statements in terms of net income or loss and retained earnings, etc. to the extent of the equity position of the Company even if they are excluded from the scope of the equity method, and they do not have a material impact as a whole. Therefore, they are excluded from the scope of the equity method.

(3) The Company holds 26.6% of voting rights of Japan Earthquake Reinsurance Co., Ltd. ("J.E.R.") through its domestic consolidated property and casualty insurance subsidiaries. As J.E.R. is engaged in public business and the Company is not considered to have a material impact on J.E.R.'s decisions of finance, promotion and business strategy, J.E.R. is excluded from affiliates.

3. The fiscal year of consolidated subsidiaries
The balance sheet dates of the foreign consolidated subsidiaries are December 31. As the difference between the balance sheet dates and the consolidated balance sheet date does not exceed three months, the financial statements as of December 31 are used for the preparation of the consolidated financial statements.
Necessary adjustments are made for the significant transactions during the periods from the balance sheet dates of the subsidiaries to the consolidated balance sheet date.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

4. Accounting policies

(1) Valuation policies and methods for securities

(a) Trading securities are carried at fair value.
Cost of sale is calculated based on the moving-average method.

(b) Bonds held to maturity are carried at amortized cost based on the moving-average method.

(c) Policy reserve matching bonds are carried at amortized cost based on the moving-average method in accordance with “Temporary Treatment of Accounting and Auditing Concerning Policy Reserve Matching Bonds in the Insurance Industry” (Japanese Institute of Certified Public Accountants Industry Audit Practice Committee Report No. 21).
The outline of risk management policy in relation to policy reserve matching bonds is as follows.
Domestic consolidated life insurance subsidiary sets up the sub-category for individual insurance depending on line of business and investment policy, etc., and follows the management policy to match the duration of the policy reserve in the sub-category with the duration of policy reserve matching bonds within a certain range.

(d) Stocks of non-consolidated subsidiaries and affiliates that are not accounted for under the equity method are carried at cost based on the moving-average method.

(e) Securities available for sale (excluding stocks and others without a quoted market price) are carried at fair value.
Unrealized gains and losses are directly included in net assets and cost of sale is calculated based on the moving-average method.

(f) Stocks and others without a quoted market price of securities available for sale are carried at cost based on the moving-average method.

(g) Securities managed as trust assets in individually operated money trusts for primarily trading purposes are carried at fair value.

(h) Securities managed as trust assets in individually operated money trusts classified as other than trading purposes or held to maturity are carried on the same basis as that of securities available for sale.

(2) Valuation policies and methods for derivative transactions
Derivative transactions are carried at fair value.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(3) Depreciation methods of significant depreciable assets

(a) Tangible fixed assets (excluding leased assets)

Depreciation of tangible fixed assets (excluding leased assets) is calculated by using the straight-line method.

(b) Intangible fixed assets (excluding leased assets)

Amortization of intangible fixed assets (excluding leased assets) is calculated by using the straight-line method.

As for intangible fixed assets acquired through the acquisition of subsidiaries, amortization is being carried out over the estimated period of its effect and as its effect emerges.

Amortization of software for internal use held by the consolidated subsidiaries is calculated by using the straight-line method based on the estimated useful lives.

(c) Leased assets

Leased assets under finance lease transactions that are not deemed to transfer ownership of the leased assets to the lessee for the domestic consolidated subsidiaries have been depreciated using the straight-line method over the period of the lease.

(4) Accounting policies for significant reserves

(a) Allowance for possible credit losses

In order to provide for losses from defaults, the domestic consolidated insurance subsidiaries establish allowance for possible credit losses in accordance with the internal standards for self-assessment of assets and the policy of write-off and provision.

For claims against debtors that have legally, formally or substantially entered into bankruptcy, special liquidation or whose notes have been under suspension at clearing houses, allowances are provided based on the amount remaining after deduction of the estimated collectable amounts by the disposal of collateral and by guarantees.

For claims against debtors that are highly likely to go bankrupt in the future, allowances are provided based on the amount considered necessary according to overall solvency assessment of the debtor, after deduction of estimated collectable amounts by disposal of collateral and by guarantees.

For claims other than those described above, allowances are provided based on the amount of claims multiplied by the default rate, which is calculated based on historical credit loss experience for a certain period in the past.

The departments responsible for respective assets assess relevant claim in accordance with the internal standards for self-assessment of assets. The asset auditing department independently reviews the results and allowances are provided based on the reviewed results.

The other consolidated subsidiaries determine mainly the collectability of the receivables respectively to provide allowances to cover the estimated future losses.

(b) Reserve for retirement benefits to directors

In order to provide for retirement benefits to directors, the domestic consolidated subsidiaries record the amount deemed accrued at the end of the fiscal year based on internal regulations.

(c) Reserve for bonus payments

In order to provide for employees' bonus payments, reserve for bonus payments

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

is recorded, with the estimated amount to be paid at the end of the fiscal year.

(d) Reserve for bonus payments to directors

In order to provide for directors' bonus payments, reserve for bonus payments to directors is recorded, with the estimated amount to be paid at the end of the fiscal year.

Of the estimated amount to be paid based on a stock price-linked compensation plan, the amount deemed accrued at the end of the fiscal year is recorded.

(e) Reserve for stocks payments

In order to provide for the grant of Company shares to directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS, according to the "Rules of the Stock Benefit Trust for Directors," reserve for stocks payments is recorded, with the estimated amount of the stock payment obligation at the end of the fiscal year.

(f) Reserve for price fluctuation

In order to provide for possible losses arising from price fluctuation of stock, etc., the domestic consolidated insurance subsidiaries set aside reserves under Article 115 of the Insurance Business Act.

(5) Methods of accounting procedures for retirement benefits

(a) Allocation method of projected retirement benefits

The benefit formula method is mainly used for calculating the retirement benefit obligation as the method for attributing projected retirement benefits to the end of the current consolidated fiscal year.

(b) Amortization method of actuarial difference and prior service costs

Actuarial differences are mainly amortized from the following fiscal year by using the straight-line attribution method over certain years (10 to 11 years) within the average remaining service years of employees in each fiscal year when the difference occurs.

Prior service costs are mainly amortized by the straight-line method over certain years (5 years) within the average remaining service years of employees at the time of occurrence.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(6) Significant hedge accounting

The consolidated subsidiaries apply the deferred hedge accounting method based on “The Accounting and Auditing Treatment on the Application of the Financial Products Accounting Standard to the Insurance Industry” (Japanese Institute of Certified Public Accountants Industry Committee Practical Guideline No. 26) to interest rate swaps to hedge interest rate fluctuation risks related to long-term insurance contracts. Since insurance liabilities as a hedged item and interest rate swaps as a hedging instrument are grouped by certain remaining periods, and then designated as a hedge, the hedge is highly effective and the assessment of hedge effectiveness is omitted.

The fair value hedge accounting method is applied to equity swaps for hedging future stock price fluctuation risks.

Generally, the fair value hedge accounting method is applied to forward foreign exchanges, currency options and currency swaps in order to reduce foreign exchange rate fluctuation risks on foreign currency denominated assets, etc. A deferred hedge is applied to the part of foreign exchange forward contracts to fix yen-denominated cash flow from foreign currency denominated forecast transactions.

Hedge effectiveness is assessed by periodically comparing the accumulated fluctuations of the market value or cash flows of the hedged item to those of the related hedging instrument for the period from the commencement of the hedge to the date of assessment.

However, when the significant conditions are shared among the hedged item and the hedging instrument and its effectiveness is obviously considered high, the assessment of the hedge effectiveness is omitted.

(7) Accounting policies for significant revenue and expenses

In the Nursing Care Business, performance obligations are satisfied when various nursing care services at nursing homes or the assisting equipment sales services are provided to nursing facility residents, etc., and revenue is recognized at the point in time when such performance obligations are satisfied.

The Company hereby recognizes the revenue from the service for the nursing facility residents, etc. as the net amount that remains after deducting the amount to pay to the suppliers from the amount received from customers regarding the transaction in which SOMPO HOLDINGS’ role is the agent.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(8) Accounting methods for insurance contracts

The domestic consolidated insurance subsidiaries account for insurance contracts, including insurance premiums, reserve for outstanding losses and claims and underwriting reserve, etc., pursuant to the provisions of laws and regulations, such as the Insurance Business Act, etc.

(9) Method and period of amortization of goodwill

Goodwill is amortized in equal installments over 10 to 20 years.
Immaterial amounts of goodwill are amortized at one time.

(10) Accounting methods for consumption taxes

The Company and its domestic consolidated subsidiaries account for consumption taxes by using the tax excluded method, except for the domestic consolidated insurance subsidiaries' expenses such as loss adjustment expenses and operating, general and administrative expenses mainly under the tax-included method.
Non-deductible consumption taxes relating to assets are included in other assets and amortized in equal installments over 5 years.

(Significant accounting estimates)

1. Impairment of goodwill
   (1) Amount recorded on the consolidated financial statements for the fiscal year ended March 31, 2025
   Goodwill: 143,872 million yen
   (2) Other information that helps readers of the consolidated financial statements understand the details of the accounting estimates
   (a) Calculation method
   Goodwill is amortized in equal installments over its amortization period (within 20 years) by measuring the length of period it remains effective. However, immaterial goodwill is amortized at one time in the fiscal year in which it arises.
   The Company assesses whether there are indications of impairment of goodwill at the end of fiscal years and also performs the assessment whenever necessary, pursuant to the "Accounting Standard for Impairment of Fixed Assets" and the "Guidance on Accounting Standard for Impairment of Fixed Assets" (Accounting Standards Board of Japan (ASBJ) Guidance No. 6). An asset group including goodwill whose operating environment including market environment has significantly deteriorated (e.g. significant deviation downward from the business plan at the time of its acquisition, or deterioration in its latest business results or future prospect) is deemed to have an indication of impairment.
   For the asset group including goodwill with an indication of impairment, the total amount of undiscounted future cash flows deriving therefrom over the remaining amortization period is estimated. If such amount is below its book value, impairment losses shall be recognized.
   For the asset group including goodwill for which it was determined that impairment losses should be recognized, the recoverable value shall be calculated in the form, for example, of the usage value, which is calculated by discounting the undiscounted future cash flows by a certain discount rate. If such recoverable value is below its book value, impairment losses shall be recorded, at the amount of difference between the two.
   (b) Effects on the consolidated financial statements for the fiscal year ending March 31, 2026
   Impairment losses can occur if there is a significant decrease in the undiscounted future cash flows, resulting from an event that requires a significant downward adjustment in preparing future business plans (such as a material event that affects assumptions of estimated net premiums written or loss ratio, etc. at overseas insurance business) accompanied by indications of impairment.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

2. Reserve for outstanding losses and claims

(1) Amount recorded on the consolidated financial statements for the fiscal year ended March 31, 2025

Reserve for outstanding losses and claims: 3,171,645 million yen

(2) Other information that helps readers of the consolidated financial statements understand the details of the accounting estimates

The domestic consolidated insurance subsidiaries provide for reserve for outstanding losses and claims pursuant to the provisions of Article 117 of the Insurance Business Act and Articles 72 and 73 of the Ordinance for Enforcement of the Insurance Business Act, and Public Notice No. 234 of the Ministry of Finance (1998). Overseas consolidated insurance subsidiaries provide for reserve for outstanding losses and claims pursuant to laws and regulations in the country of domicile.

(a) Calculation method

With respect to ordinary outstanding claims reserve, for insurance contracts for which an event that triggers payment was reported, the expected amount of payment is estimated for each insurance contract, based on the reported details of the event, policy conditions of the insurance contract and the loss adjustment activities. With respect to the Incurred But Not Reported Losses Reserve (hereinafter the “IBNR Reserve”), when an event that triggers payment has not yet been reported but an event prescribed in the insurance contract is found to have already occurred, the amount of payment is estimated by calculation units such as line of business, by using primarily statistical methods. As for losses of a rather case-specific nature such as large-scale natural disasters, the IBNR Reserve is estimated on a case-by-case basis.

(b) Effects on the consolidated financial statements for the fiscal year ending March 31, 2026

The amount of insurance claims paid or the recorded amount of reserve for outstanding losses and claims can deviate from the initial estimation, due to revision of laws and regulations in Japan and overseas, changes in the trend of court precedents, inflation and fluctuations in exchange rates and other fluctuating factors.

While the IBNR Reserve is provided in consideration of past trends and other factors based on appropriate insurance actuarial principles, it involves uncertainty that results from the unreported occurrence of events that trigger payment.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Additional information)

1. Performance-linked stock compensation plan
   The Company introduced the “Board Benefit Trust (BBT)” (hereinafter the “Plan”), a performance-linked stock compensation plan for directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS.

   (1) Outline of the transactions involved
   The Company established the “Rules of the Stock Benefit Trust for Directors” (hereinafter the “Rules”) as a prerequisite to the introduction of the Plan. Based on the Rules, the Company entrusted money to a trust bank for acquiring shares to be delivered later, and the trust bank has acquired shares in the Company using the money entrusted thereto (hereinafter the “Trust”). The Plan is a scheme for delivering shares, based on the Rules, to directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS, in proportion to the points granted thereto upon their retirement.

   (2) Accounting treatment
   The gross method is adopted based on the “Practical Solution on Transactions of Delivering the Company’s Own Stock to Employees, etc. through Trusts” (ASBJ Practical Issue Task Force No. 30, March 26, 2015). Expenses and corresponding reserves are provided based on the number of points granted to officers according to the Rules.
   Shares in the Company remaining in the Trust at the end of the fiscal year ended March 31, 2025 are recorded as treasury stock under shareholders’ equity, and the carrying amount is 2,719 million yen and the number of shares is 1,622,603.
   Note) The Company implemented a 3-for-1 common stock split on April 1, 2024.

2. Accounting treatment of corporate and local income taxes, or accounting treatment of tax effect accounting regarding these taxes
   The Company and certain domestic consolidated subsidiaries apply the group tax sharing system, and has complied with “Practical Solution on the Accounting and Disclosure under the Group Tax Sharing System” (ASBJ Practical Issue Task Force No. 42, August 12, 2021) for the accounting treatment of corporate and local income taxes, or accounting treatment and disclosure of tax effect accounting regarding these taxes.
   In addition, “Act for Partial Revision of the Income Tax Act, etc.” (Act No. 13 of 2025) was enacted by the Diet on March 31, 2025, whereby a special defense corporation tax will be imposed from a fiscal year beginning on or after April 1, 2026.
   In line with this, the effective statutory income tax rate for the calculation of deferred tax assets and deferred tax liabilities relating to temporary differences expected to be eliminated in and after a fiscal year beginning on or after April 1, 2026, was primarily changed from 27.9% to 28.9%.
   As a result of this change, deferred tax liabilities (after deducting deferred tax assets) increased by 1,676 million yen, underwriting reserves increased by 2,938 million yen, deferred income taxes decreased by 12,480 million yen, and net income attributable to shareholders of the parent increased by 9,547 million yen, for the fiscal year ended March 31, 2025.

Notes to the Consolidated Balance Sheet

1. Accumulated depreciation of tangible fixed assets amounts to 459,666 million yen and advanced depreciation of tangible fixed assets amounts to 12,362 million yen.

2. Investments in non-consolidated subsidiaries and affiliates are as follows.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Securities (stocks) 42,948
million yen
(investments in jointly controlled companies
1,422 million yen)
Securities (equity interests) 26,306
million yen

3. The individual amounts and the total amount of bankrupt or de facto bankrupt loans, doubtful loans, loans overdue for three months or more, and restructured loans among loans under the Insurance Business Act are as follows.

(1) Bankrupt or de facto bankrupt loans amount to 15 million yen.
Bankrupt or de facto bankrupt loans represent loans to borrowers who are in bankruptcy due to reasons such as the filing of petition for commencement of bankruptcy proceedings, reorganization proceedings, or rehabilitation proceedings.

(2) Doubtful loans amount to 8 million yen.
Doubtful loans represent, among loans which are not included in bankrupt or de facto bankrupt loans, loans for which the borrower is not yet bankrupt, but it is highly probable that the principal cannot be collected and interest cannot be received in accordance with the contract due to the deterioration of the financial condition and business performance of the borrower.

(3) Loans overdue for three months or more amount to 21 million yen.
Loans overdue for three months or more represent, among loans that are not included in bankrupt or de facto bankrupt loans and doubtful loans, loans on which the payment of principal or interest has been delayed for three months or more from the date following the due date.

(4) There are no restructured loans.
Restructured loans represent, among loans which are not included in bankrupt or de facto bankrupt loans, doubtful loans, and loans overdue for three months or more, loans on which favorable terms for the benefit of borrowers such as interest exemption or reduction, grace on interest payments, grace on principal repayments or forgiveness of debts have been granted in order to assist or facilitate the restructuring of borrowers in financial difficulties.

(5) The total of bankrupt or de facto bankrupt loans, doubtful loans, loans overdue for three months or more, and restructured loans amounts to 45 million yen.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

4. Breakdown of pledged assets is securities of 560,751 million yen, deposits of 52,004 million yen and tangible fixed assets of 845 million yen. These are collateral for the borrowings and securities which are put into as deposited assets for overseas operation and others. Secured debts are composed of payables under securities lending transactions of 139,832 million yen and the borrowings of 37 million yen. Securities include 139,657 million yen in pledged securities as collateral under securities lending transactions secured by cash.

5. Securities include 283,361 million yen of lending securities under loan agreements.

6. Amounts are rounded down to the unit noted.

Notes to the Consolidated Statement of Income

1. Main components of operating expenses are as follows.

Agency commissions, etc.	690,920 million yen
Salaries	291,972 million yen

Operating expenses represent the sum of loss adjustment expenses, operating, general and administrative expenses and net commissions and brokerage fees included in the consolidated statement of income.

2. The accounting item “Income taxes” includes 4,527 million yen of income taxes for global minimum tax.

3. Amounts are rounded down to the unit noted.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notes to the Consolidated Statement of Changes in Net Assets

1. Type and number of shares outstanding and of treasury stock

(Thousand shares)

	Number of shares at the beginning of the period	Increase during the period	Decrease during the period	Number of shares at the end of the period
Shares outstanding				
Common stock	330,160	660,321	-	990,482
Total	330,160	660,321	-	990,482
Treasury stock				
Common stock	959	51,022	1,254	50,727
Total	959	51,022	1,254	50,727

Notes)

1. The Company implemented a 3-for-1 common stock split on April 1, 2024.

2. Treasury stock of common stock at the beginning and the end of the period includes 744 thousand shares and 1,622 thousand shares in the Company held by the Board Benefit Trust (BBT), respectively.

3. Breakdown of increase in shares outstanding of common stock of 660,321 thousand shares is entirely due to an increase following the stock split.

4. Breakdown of increase in treasury stock of common stock of 51,022 thousand shares is as follows.
   Increase due to the stock split: 1,919 thousand shares
   Increase due to acquisition in accordance with resolution of the Board of Directors: 48,779 thousand shares
   Increase due to acquisition by the BBT: 316 thousand shares
   Increase due to purchase of shares less than a full trading unit: 7 thousand shares

5. Breakdown of decrease in treasury stock of common stock of 1,254 thousand shares is as follows.
   Decrease due to disposal of treasury stock related to exercise of rights of the BBT: 925 thousand shares
   Decrease due to disposal of treasury stock related to exercise of stock acquisition rights: 328 thousand shares
   Decrease due to sales of shares less than a full trading unit: 0 thousand shares

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

2. Stock acquisition rights

Category	Breakdown of stock acquisition rights	Balance at the end of the period (millions of yen)
Sompo Holdings, Inc.	Stock acquisition rights for stock options	3
Total		3

3. Dividends

(1) Dividends paid

Resolution	Type of shares	Total amount of dividends (millions of yen)	Dividend per share (yen)	Record date	Effective date
General Shareholders' Meeting held on June 24, 2024	Common stock	49,491	150	March 31, 2024	June 25, 2024
Board of Directors' Meeting held on November 19, 2024	Common stock	54,423	56	September 30, 2024	December 4, 2024

Notes)

1. The Company implemented a 3-for-1 common stock split on April 1, 2024. Amounts based on the number of shares before the stock split are presented for the dividends with a record date of March 31, 2024.
2. The "total amount of dividends" based on the resolution of the General Shareholders' Meeting held on June 24, 2024 includes 111 million yen in dividends paid on the shares in the Company held by the BBT.
3. The "total amount of dividends" based on the resolution of the Board of Directors held on November 19, 2024 includes 90 million yen in dividends paid on the shares in the Company held by the BBT.

(2) Of dividends recorded in the current fiscal year, dividends effective in the following fiscal year

Scheduled Resolution	Type of shares	Total amount of dividends (millions of yen)	Source of dividends	Dividend per share (yen)	Record date	Effective date
General Shareholders' Meeting on June 23, 2025	Common stock	71,544	Retained earnings	76	March 31, 2025	June 24, 2025

Note)

The "total amount of dividends" based on the resolution of the General Shareholders' Meeting to be held on June 23, 2025 includes 123 million yen in dividends to be paid on the shares in the Company held by the BBT.

4. Amounts are rounded down to the unit noted.

Notes on Financial Instruments

1. Overview of financial instruments

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(1) Our policy to manage financial instruments

As SOMPO HOLDINGS is mainly engaged in insurance businesses and recognizes the characteristic of investment fund for the insurance company, SOMPO HOLDINGS manages the investment assets based on the perspectives of safety, liquidity and profitability. Further, in order to appropriately manage investment assets related to long-term insurance liabilities related to life insurance and savings-type insurance, SOMPO HOLDINGS intends to stabilize returns for the future maturity refunds to policyholders by the methodology based on ALM (integrated management of assets and liabilities).

In addition, with a view to strengthen the financial structure, the consolidated subsidiary increased its capital substantively by the issuance of subordinated bond (i.e. hybrid finance) which is deemed as capital to some extent by major credit rating agencies.

(2) The nature and risk of financial instruments

As financial instruments which SOMPO HOLDINGS holds are mainly securities such as bonds and stocks, SOMPO HOLDINGS is exposed to risks (market risks) associated with price fluctuations of investments, which are influenced by stock prices, interest rates and foreign exchange rates, as well as risks (liquidity risks) that securities either may not be traded or may be forced to be traded at far more unfavorable prices than under normal conditions due to a market crisis, etc.

In addition, the securities and the loans which SOMPO HOLDINGS holds are exposed to credit risks which would cause a significant decrease in their value or uncollectible interest and principal due to the reasons such as deterioration of creditworthiness and bankruptcy of the issuer and the borrower.

Regarding derivative transactions, SOMPO HOLDINGS utilizes derivatives to hedge risks on assets held. These also involve market risks and credit risks.

Please refer to the note on “(6) Significant hedge accounting” in “4. Accounting policies” in “Significant Accounting Policies for the Preparation of the Consolidated Financial Statements” for derivative transactions which hedge accounting is applied to.

(3) The risk management systems regarding financial instruments

The Company has established risk management systems to appropriately identify, evaluate and control risks and accurately respond when risks emerge through strategic risk management (ERM) designed to maximize the corporate value of SOMPO HOLDINGS, as described below.

With the aim of maintaining strategic risk management, the Company’s Board of Directors has established the “SOMPO Group Basic Policy on ERM,” which sets forth principles for accurately assessing the group-wide status of risk exposure and managing the various types of risk in a comprehensive manner. With the aim of enabling appropriate management decision making based upon assessment of group-wide risk, the Company established Group ERM committee. Moreover, the Risk Management Department was established to promote the Company’s efforts to develop and enhance its risk management systems.

Through the model of investment risks, the Company manages market risks, credit risks and real estate investment risk. In addition, the Company comprehensively manages risks, including the risk of invested assets failing to yield assumed interest rates with regard to insurance liabilities related to savings-type insurance held by its insurance subsidiaries. The Company obtains investment assets information on a daily basis and quantifies investment risks. Further, the Company utilizes risk management by setting stress scenarios to cover events that could cause a material impact on the operations of SOMPO HOLDINGS, and performing stress tests to assess and measure risks comprehensively.

As to credit risks, in order to avoid concentrating the risks on specific borrowers, the Company has set credit limits and manages the risks appropriately for the whole group.

As to liquidity risks, the Company has developed systems for its insurance subsidiaries to forecast payments for claims, etc. upon occurrence of liquidity risk scenarios, such as catastrophic events, to adequately manage and ensure the liquid assets to cope with

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

these payments.
Each group company has rules formulated in reference to the SOMPO Group Basic Policy on ERM, thereby developing risk management systems appropriate to the content, scale, and characteristics of their particular business activities and implementing autonomous risk management. In addition, insurance subsidiaries place considerable emphasis on managing various types of risk in ways tailored to their particular risk profile. By doing so, these subsidiaries are appropriately addressing risks that could significantly affect their operations.

(4) Supplemental explanation about the fair value of financial instruments
In view of certain assumptions that are employed to measure the fair value of financial instruments, the resulting value might differ depending on the assumptions applied.

2. Financial instruments' fair value, etc. and breakdown by level of fair value
Carrying amount, fair value, unrealized gains and losses and fair value by level as of March 31, 2025 are as follows.
Stocks and others without a quoted market price and Investments in Partnerships, etc., are not included in the following table (Please refer to Note 3).
The fair value of financial instruments is classified into the following three levels according to the observability and materiality of inputs used to measure the fair value.
Level 1 fair value: Fair value measured using observable inputs, which are quoted market prices in active markets for the assets or liabilities that are the subject of measurement.
Level 2 fair value: Fair value measured using observable inputs other than Level 1 inputs.
Level 3 fair value: Fair value measured using unobservable inputs.
If multiple inputs are used that are significant to the fair value measurement, the fair value measurement is categorized in the lowest level input among the levels to which each of the inputs belongs.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(1) Financial instruments measured at fair value on the consolidated balance sheet

(Millions of yen)

	Carrying amount			
	Level 1	Level 2	Level 3	Total
Monetary receivables bought	-	20,563	-	20,563
Money trusts	-	4,721	-	4,721
Securities:				
Trading securities				
Domestic bonds	4,291	1,463	-	5,754
Domestic stocks	11,406	-	-	11,406
Foreign securities	188,614	2,901,526	152,978	3,243,120
Others	-	304	11,159	11,463
Securities available for sale				
Domestic bonds	1,133,922	712,560	-	1,846,483
Domestic stocks	1,145,430	-	-	1,145,430
Foreign securities	1,023,362	388,658	821,968	2,233,989
Others	73,018	637	213,183	286,839
Total assets	3,580,047	4,030,435	1,199,289	8,809,771
Derivative transactions(*1) (*2):				
Currency-related	-	2,337	-	2,337
Interest-related	-	1,294	-	1,294
Others	-	(44)	(475)	(519)
Total derivative transactions	-	3,588	(475)	3,112

(*1) This table collectively shows derivative transactions which are included in other assets and other liabilities.
Net assets and liabilities from derivative transactions are shown on a net basis. The items which are net liabilities in total are shown in the brackets ( ).

(*2) Among the derivative transactions, the carrying amount of transactions to which hedge accounting is applied is 5,404 million yen.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) Financial instruments other than those measured at fair value on the consolidated balance sheet

"Cash and deposits," "call loans," "receivables under resale agreements," and "payables under securities lending transactions" are omitted, as the majority of these are short term (within 1 year) and the fair value approximates the book value.

(Millions of yen)

	Fair value				Carrying amount	Unrealized gains and losses
	Level 1	Level 2	Level 3	Total		
Securities:						
Bonds held to maturity						
Domestic bonds	226,945	60,290	-	287,236	326,914	(39,678)
Policy reserve matching bonds						
Domestic bonds	1,567,583	10,436	-	1,578,019	2,104,350	(526,331)
Loans(*)	-	-	434,526	434,526	433,117	1,408
Total assets	1,794,529	70,727	434,526	2,299,782	2,864,382	(564,600)
Corporate bonds	-	682,551	-	682,551	691,395	(8,843)
Total liabilities	-	682,551	-	682,551	691,395	(8,843)

(*)This figure represents deductions to loans of 17 million yen as general and individual allowance for possible credit losses.

Notes)

1. A description of the valuation technique(s) and inputs used in the fair value measurements

Assets

Monetary receivables bought

The fair value is measured at prices obtained from third parties and is classified as Level 2 fair value based on the inputs used for the prices obtained.

Money trusts

In principle, the fair value is measured at the value of securities managed as a trust asset calculated by the same method used for "securities" and is classified as Level 2 fair value based on the level of such securities.

Securities

The fair value of securities for which unadjusted quoted market prices in active markets are available is classified as Level 1 fair value. This mainly includes stocks, government bonds and listed investment trusts. If a publicly available quoted market price is used but the market is not active, the fair value of such securities is classified as Level 2 fair value. This mainly includes municipal bonds and corporate bonds.

For unlisted investment trusts, the fair value is measured at published quoted market prices, etc. provided by the investment trust management company, and is classified as Level 2 or Level 3 fair value based primarily on the level of the components of the trust assets.

The fair value of private placement bonds is measured at the value calculated using prices obtained from third parties. The fair value that uses observable inputs or where the effect of unobservable inputs is not material is classified as Level 2 fair value, while those that use significant unobservable inputs are classified as Level 3 fair value.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Loans

The fair value of loans is measured at the amount obtained by discounting expected future cash flows to be collected for each loan by a discount rate equal to the risk-free rate for the corresponding period plus a credit risk premium and a liquidity premium based on internal ratings, and is classified as Level 3 fair value.

Liabilities

Corporate bonds

The fair value of corporate bonds is measured at the value calculated using prices on exchanges and the price published by industry associations, etc. and is classified as Level 2 fair value.

Derivative transactions

The fair value of exchange traded transactions is based on the closing price of exchanges, etc. The fair value of OTC transactions is measured at the value calculated based on the discounted present value of future cash flows and option pricing models using inputs such as interest rates and foreign exchange rates.

The fair value of exchange traded transactions is mainly classified as Level 1 fair value. The fair value of OTC transactions that use observable inputs or where the effect of unobservable inputs is not material is classified as Level 2 fair value, while those that use significant unobservable inputs are classified as Level 3 fair value.

2. Level 3 fair value of financial instruments measured at fair value on the consolidated balance sheet

(1) Reconciliation from the balance at the beginning of the period to the balance at the end of the period and unrealized gains (losses) included in profit or loss

(Millions of yen)

	Securities		Derivative transactions
	Trading securities	Securities available for sale	Others
Balance at the beginning of the period	115,101	936,901	(584)
Profit or loss or other comprehensive income for the period			
Recorded in profit or loss(*)	992	(390)	943
Recorded in other comprehensive income	12,989	8,514	-
Purchases, sales, issuances and settlements	35,055	90,004	(834)
Others	-	121	-
Balance at the end of the period	164,138	1,035,151	(475)
Net realized and unrealized gains and losses of financial instruments held at the end of the reporting period included in profit or loss for the period(*)	(149)	(1,757)	359

(*) Included in “investment income” and “investment expenses” in the consolidated statement of income.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(2) A description of valuation processes used in fair value measurements

The fair values of financial instruments held by departments that trade financial instruments are measured and verified in accordance with basic policies stipulated by each group company. The measurement results are verified by departments independent from the departments that trade financial instruments.

In measuring fair value, the Company uses a valuation model that most appropriately reflects the nature, characteristics and risks of each asset. In addition, when using quoted market prices obtained from third parties, the Company verifies whether the prices are valid using appropriate methods, such as by confirming the valuation techniques and inputs used.

3. The carrying amounts of stocks and others without a quoted market price and Investments in Partnerships, etc. on the consolidated balance sheet are as follows. They are not included in “securities” in the table disclosed in fair value and breakdown by level of fair value of financial instruments.

(Millions of yen)

	Carrying amount
Stocks and others without a quoted market price (*1)	84,520
Investments in Partnerships, etc.(*2)	271,659

(*1) Stocks and others without a quoted market price include unlisted stocks, and they are not subject to fair value disclosure in accordance with Paragraph 5 of the “Implementation Guidance on Disclosures about Fair Value of Financial Instruments” (ASBJ Guidance No. 19).

(*2) Investments in Partnerships, etc. are mainly investment partnerships, and they are not subject to fair value disclosure in accordance with Paragraph 24-16 of the “Implementation Guidance on Accounting Standard for Fair Value Measurement” (ASBJ Guidance No. 31).

Note on Per Share Information

Net assets per share 3,029.56 yen
Net income per share 436.45 yen

Note) The Company implemented a 3-for-1 common stock split on April 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notes to the Financial Statements

Notes on Significant Accounting Policies

1. Valuation policies and methods for securities

(1) Stocks of subsidiaries and affiliates are carried at cost based on the moving-average method.

(2) Securities available for sale (excluding stocks and others without a quoted market price) are carried at fair value.
Unrealized gains and losses are directly included in net assets and cost of sale is calculated based on the moving-average method.

(3) Stocks and others without a quoted market price of securities available for sale are carried at cost based on the moving-average method.

2. Depreciation methods of fixed assets

Depreciation of tangible fixed assets is calculated by using the straight-line method.

Useful lives of major tangible fixed assets are as follows.

Buildings	8 to 38 years
Furniture and equipment	2 to 15 years

3. Accounting policies for reserves

(1) Reserve for bonus payments
In order to provide for employees' bonus payments, reserve for bonus payments is recorded, with the estimated amount to be paid at the end of the fiscal year.

(2) Reserve for bonus payments to directors
In order to provide for directors' bonus payments, reserve for bonus payments to directors is recorded, with the estimated amount to be paid at the end of the fiscal year.
Of the estimated amount to be paid based on a stock price-linked compensation plan, the amount deemed accrued at the end of the fiscal year is recorded.

(3) Reserve for retirement benefits
In order to provide for the payment of retirement benefits to employees, reserve for retirement benefits is recorded with the estimated amount of retirement benefit obligation at the end of the fiscal year.
Retirement benefit obligation is calculated by adopting a simplified accounting method that deems retirement benefit obligation to be equal to the amount of retirement benefit payable assuming the voluntary retirement of the employees at the end of the fiscal year.

(4) Reserve for stocks payments
In order to provide for the grant of Company shares to directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS, according to the "Rules of the Stock Benefit Trust for Directors," reserve for stocks payments is recorded, with the estimated amount of the stock payment obligation at the end of the fiscal year.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

(Additional information)

Performance-linked stock compensation plan

The Company introduced the “Board Benefit Trust (BBT)” (hereinafter the “Plan”), a performance-linked stock compensation plan for directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS.

(1) Outline of the transactions involved

The Company established the “Rules of the Stock Benefit Trust for Directors” (hereinafter the “Rules”) as a prerequisite to the introduction of the Plan. Based on the Rules, the Company entrusted money to a trust bank for acquiring shares to be delivered later, and the trust bank has acquired shares in the Company using the money entrusted thereto (hereinafter the “Trust”).

The Plan is a scheme for delivering shares, based on the Rules, to directors (excluding non-executive directors and outside directors), senior vice presidents and senior vice presidents (shikkouyakuin) of SOMPO HOLDINGS, in proportion to the points granted thereto upon their retirement.

(2) Accounting treatment

The gross method is adopted based on the “Practical Solution on Transactions of Delivering the Company’s Own Stock to Employees, etc. through Trusts” (ASBJ Practical Issue Task Force No. 30, March 26, 2015). Expenses and corresponding reserves are provided based on the number of points granted to officers according to the Rules.

Shares in the Company remaining in the Trust at the end of the period are recorded as treasury stock under shareholders’ equity, and its carrying amount is 2,719 million yen and its number of shares is 1,622,603.

Note) The Company implemented a 3-for-1 common stock split on April 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notes to the Balance Sheet

1. Accumulated depreciation of tangible fixed assets amounts to 382 million yen.

2. Guaranteed obligations
   The Company jointly and severally guarantees 9,770 million yen for acceptances and guarantees of the main bank related to liability of refunds of residency deposits to residents of the nursing home managed by Sompo Care Inc., which is a subsidiary of the Company, and jointly and severally guarantees 18,317 million yen for rent payments based on building lease contracts.

3. Monetary claims and monetary debts owed by or to subsidiaries and affiliates (excluding the amount presented separately in the balance sheet)

Short-term monetary claims	239 million yen
Long-term monetary claims	123 million yen
Short-term monetary debts	349 million yen

Note to the Statement of Income

1. Transactions with subsidiaries and affiliates

Results of operating transactions:	
Operating income	142,732 million yen
Operating expenses	5,722 million yen
Results of non-operating transactions	72 million yen

2. Income taxes for global minimum tax included in “Income taxes”
   4,527 million yen

Note to the Statement of Changes in Net Assets

Type and number of treasury stock at the end of the period

Common stock	50,727,779 shares

Note 1) The treasury stock of common stock at the end of the period includes 1,622,603 shares in the Company held by the “Board Benefit Trust (BBT).”
Note 2) The Company implemented a 3-for-1 common stock split on April 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Note on Tax Effect Accounting

Major components of deferred tax assets and deferred tax liabilities are as follows.

Deferred tax assets:		
Losses on valuation of stocks of subsidiaries and affiliates	12,923	million yen
Impairment losses on investment securities	4,902	million yen
Intangible fixed assets of tax accounting, etc.	2,495	million yen
Deemed dividends	1,666	million yen
Others	1,223	million yen
Subtotal	23,210	million yen
Valuation allowance	(19,015)	million yen
Total deferred tax assets	4,195	million yen
Deferred tax liabilities:		
Unrealized gains and losses on securities available for sale	(80,346)	million yen
Others	(7)	million yen
Total deferred tax liabilities	(80,354)	million yen
Net deferred tax liabilities	(76,158)	million yen

Note 1. The Company applies the group tax sharing system, and has complied with "Practical Solution on the Accounting and Disclosure under the Group Tax Sharing System" (ASBJ Practical Issue Task Force No. 42, August 12, 2021) for the accounting treatment of corporate and local income taxes, or accounting treatment and disclosure of tax effect accounting regarding these taxes.

Note 2. "Act for Partial Revision of the Income Tax Act, etc." (Act No. 13 of 2025) was enacted by the Diet on March 31, 2025, whereby a special defense corporation tax will be imposed from a fiscal year beginning on or after April 1, 2026.

In line with this, the effective statutory income tax rate for the calculation of deferred tax assets and deferred tax liabilities relating to temporary differences expected to be eliminated in and after a fiscal year beginning on or after April 1, 2026, was changed from 30.6% to 31.5%.

As a result of this change, deferred tax liabilities (after deducting deferred tax assets) increased by 2,242 million yen, deferred income taxes decreased by 53 million yen, unrealized gains and losses on securities available for sale decreased by 2,295 million yen, and net income increased by 53 million yen, for the fiscal year ended March 31, 2025.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Note on Related-party Transaction

Subsidiaries and affiliates

(Millions of yen)

Type	Name of company	Holding/held ratio of voting rights	Relationship with related party	Description of transactions	Transaction amount	Item	Balance at the end of the period
Subsidiary company	Sompo Japan Insurance Inc.	Ownership Direct 100.0%	Business management Officers with concurrent positions	Underwriting of capital increase (Note 1)	30,000	—	—
Subsidiary company	Sompo Care Inc.	Ownership Direct 100.0%	Business management Guaranteed obligations Officers with concurrent positions	Guarantee for acceptances and guarantees (Note 2)	9,770	—	—
				Guarantee for the amount corresponding to rent payments based on building lease contracts (Note 3)	18,317	—	—

Notes)

1. The Company underwrote a capital increase of Sompo Japan Insurance Inc. through a third-party allotment at 3,000 yen for each share.
2. The Company jointly and severally guarantees acceptances and guarantees of the main bank related to liability of refunds of residency deposits to residents of the nursing home managed by Sompo Care Inc. The Company does not receive a guarantee commission.
3. The Company jointly and severally guarantees rent payments. The Company does not receive a guarantee commission.

Note on Per Share Information

Net assets per share 1,342.86 yen
Net income per share 158.67 yen

Note) The Company implemented a 3-for-1 common stock split on April 1, 2024.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Reference

Shareholder returns

Shareholder return policy

The Company's shareholder return policy is to set the basic return at 50% (Note 2) of adjusted consolidated profit (Note 1). In addition, 50% of gains on sale of strategic shareholdings, etc. (after-tax) shall be provided as additional returns to shareholders, in principle. Moreover, we will consider adjusting our capital levels depending on risks and capital conditions, trends in business results, financial market environment and other factors. We also aim to raise dividends as a general rule, in line with profit growth over the medium-term, and increase the ratio of dividend to the basic return.

As shareholder returns corresponding to the results for FY2024 based on this policy, we will increase the dividend to 132 yen per share (interim 56 yen, year-end 76 yen), an increase of 32 yen from the FY2023 dividend, and will also implement a share buyback of 105.0 billion yen (maximum) at the fiscal year-end, which makes an annual share buyback of 260.0 billion yen in total. As a result, the total return for the FY2024 results will amount to a record high of 385.9 billion yen. The total shareholder return ratio (Note 3) will be 115% of adjusted consolidated profit, which is due to the adjustment of our capital levels in consideration of the Group's risks and capital conditions and other factors, in addition to additional returns from gains on strategic shareholdings, etc. (after-tax), which are not included in adjusted consolidated profit.

For FY2025, we expect to increase the dividend for the 12th consecutive year, to 150 yen per share (interim 75 yen, year-end 75 yen), an increase of 18 yen from the FY2024 dividend. We aim to continue to provide attractive returns to shareholders based on our shareholder returns policy.

Notes:

1. Adjusted consolidated profit is the total amount of the Group's profit on an adjusted basis, and is calculated for each business segment as stipulated in the table set forth below.
   Adjusted consolidated profit for the fiscal year ended March 31, 2025 is 334.3 billion yen.
2. From FY2025 onward after the application of International Financial Reporting Standards (IFRS), 50% of an average of adjusted consolidated profit for the most recent three years shall be the basic return.
3. Total shareholder return ratio is an indicator that shows the weight of shareholder return on profit for each fiscal year, and is calculated as follows: Total shareholder return ratio = (Total dividends paid + Total share buybacks (for shareholder return purposes)) / Adjusted consolidated profit.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

The calculation methods for adjusted profit for each business segment, adjusted consolidated profit, adjusted consolidated net assets and adjusted consolidated ROE for fiscal year ended FY2024 are as follows.

		Calculation method
Adjusted profit by business segment[*1]	Domestic P&C Insurance Business	Net income for the period ＋Provisions for catastrophic loss reserve, etc. (after tax) ＋Provisions for reserve for price fluctuation (after tax) －Gains/losses on sales of securities and impairment losses on securities (after tax)
	Overseas Insurance and Reinsurance Business	Operating income[*2] Net income for the period for affiliates accounted for under the equity-method in principle
	Domestic Life Insurance Business	Net income for the period ＋Provisions of contingency reserve, etc. (after tax) ＋Provisions for reserve for price fluctuation (after tax) ＋Adjustment of underwriting reserve (after tax) ＋Deferral of acquisition cost (after tax) －Depreciation of acquisition cost (after tax) －Gains/losses on sales of securities and impairment losses on securities (after tax) －Surplus relief reinsurance effect (after tax)
	Nursing Care Business	Net income for the period
	Digital and other	Net income for the period －Gains/losses on sales and impairment losses related to investment (after tax)
Adjusted consolidated profit		Total of above adjusted profits
Adjusted consolidated net assets		Consolidated net assets (excluding domestic life insurance subsidiary's net assets) ＋Catastrophic loss reserve in domestic P&C insurance, etc. (after tax) ＋Reserve for price fluctuation in domestic P&C insurance (after tax) ＋Domestic life insurance adjusted net assets[*3]
Adjusted consolidated ROE		Adjusted consolidated profit ÷ Adjusted consolidated net assets (All values in the denominator are the average of the fiscal-year opening and closing balances.)

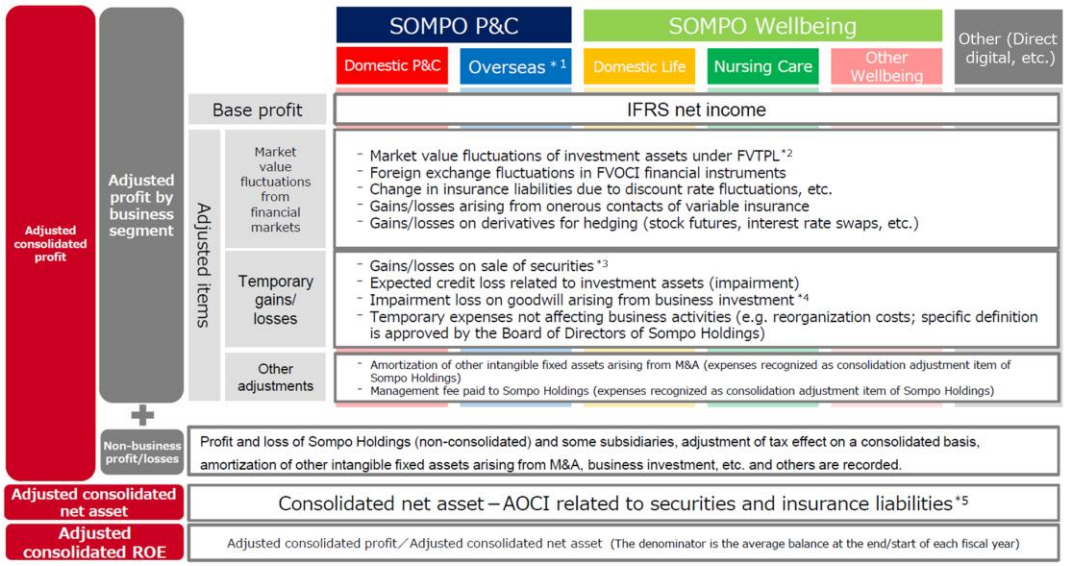
*1 Adjusted profit by business segment excludes one-time gains and losses or special factors such as dividends from Group companies and intragroup transactions.

*2 Defined at the operating income, which excludes one-time factors (= Net income – Net foreign exchange gains and losses –Net realized and unrealized gains and losses – Net impairment losses recognized in earnings, etc.)

*3 Adjusted net assets of domestic life insurance business = Net assets of domestic life insurance business (J-GAAP)＋Contingency reserve (after tax)＋Reserve for price fluctuation (after tax)＋Adjustment of policy reserve (after tax)＋Non-depreciated acquisition cost (after tax) －Surplus relief reinsurance effect (after tax)

The calculation methods for adjusted profit for each business segment, adjusted consolidated profit, adjusted consolidated net assets, and adjusted consolidated ROE from FY2025 (inclusive) onward are as follows.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



*1 Adjusted profit of Overseas Business is measured for the January to December accounting period (adjusted consolidated profit is for the April to March accounting period).
*2 Mutual funds. In addition, stocks and bonds, etc. held in the overseas insurance business, excluding non-traditional assets.
*3 Some adjustment made to the scope of exclusion for the domestic P&C insurance and overseas insurance businesses.
*4 Includes impairment losses (reversal) on tangible fixed assets and leases in Nursing Care Business.
*5 Unrealized gains and losses on securities held and insurance liabilities (AOCI: Accumulated Other Comprehensive Income)

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Human capital management

Progress of the Group human resource strategies under the Mid-term Management Plan

The Mid-term Management Plan that started in FY2024 rephrased SOMPO's Purpose as "For a future of health, wellbeing and financial protection" to make it easier for all stakeholders to understand.
To embody this Purpose, we improve our human resource systems and reinforce our efforts based on three catchwords: "Pride and Happiness for All Employees," "Self-Directed Careers and Growth," and "Pursue My Purpose."
In implementing Human Capital Management, we formulated key strategies: "Transform the Corporate Culture," "Enhance the Group Human Resources," and "Evolve HR systems and Reinforce the Human Resource Base." The progress of these strategies is explained below.

Transform the Corporate Culture

We have rephrased SOMPO's Purpose and restructured the Group's Corporate Philosophy System. All executives and employees are working together to create a culture that is open to diverse opinions so everyone can express their views.
The new Corporate Philosophy System defines "Integrity," "Self-motivation," and "Diversity" as "SOMPO's Values," which serve as the basis for decisions and actions and which are cherished by all executives and employees throughout the Group. In this way, we are working together to embody SOMPO's Purpose.

Based on "SOMPO's Values", we identified the expected behavior for daily operations and reviewed the "Group Common Competencies" in a consistent manner. We reflected these values in our criteria for appointing executives, promoting managers, recruitment and evaluation across the Group, and work to ensure that they are understood and put into practice, while improving their effectiveness.

Enhance the Group's Human Resources

We clarified the talent portfolio that is necessary for executing the management strategies of the SOMPO Group and each business area, and are enhancing the Group's human resources.

Specifically, we hold Human Resources Roundtable meetings (the "Roundtable") to discuss training based on succession planning and strengthening of the human resources function in each functional area. The Roundtable is participated by CHROs and HR departments of each business, as well as other officers such as the Group CEO. Through this Roundtable and other forums, we are building a desirable talent portfolio and facilitating investment in human resources toward that end.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

We also launched in FY2024 the SOMPO Human Capital Fund totaling about 30.0 billion yen in size to expand the Group Human Capital Investment, including training and recruitment. These initiatives for strengthening human resources will enable us to enhance sustainable corporate value.

Evolve the HR systems and Reinforce the Human Resource Base

To develop a Group-based human resource system and structure that will transform our corporate culture and enhance our “Group Human Resources,” we are developing a “Choose Your Own Career” system based on My Purpose, which is the foundation of our human resource strategy.

Specifically, the Company and Sompo Japan have united and evolved their job-based human resource systems. We also visualize the Group Talent Portfolio and establish the Talent Management System, a Group-wide human resource strategy platform designed to promote the “Choose Your Own Career” system further. Through these initiatives, we are expanding Group-wide environment where all of us can earn results and deliver value as professionals.

In keeping with these key strategies, we aim to create an environment in which both employees and the Company can grow together and to strengthen our management base. In line with the transition to a new Group management structure from FY2025, we will focus on formulation and execution of human resource strategies by business segment (“Sompo P&C” and “Sompo Wellbeing”).

Strengthening further the link between business strategies and human resource strategies, we will pursue achievement of the Mid-term Management Plan and sustainable growth in corporate value, while working to realize SOMPO’s Purpose on a Group-wide basis.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Sustainability

Adapting to climate change and biodiversity conservation initiatives

The Group upholds “adapt to climate change, mitigate climate change, and contribute to societal transformation” as SOMPO Climate Action from FY2021 and is pursuing strategic initiatives throughout the Group, aiming to achieve the goal of net zero GHG emissions by 2050.

- Presentation at COP29: Solution to reduce GHG emissions using satellite data

Sompo Japan and Sompo Risk Management Inc. aim to provide solutions such as insurance products and risk consultation services based on methane gas detection technologies using satellite data, in collaboration with an Israeli startup Momentick Ltd. In November 2024, Sompo Japan participated in a seminar hosted by the Ministry of the Environment, which was held as part of Conference of the Parties to the United Nations Framework Convention on Climate Change (COP29) in Baku, Azerbaijan. Sompo Japan highlighted and promoted development and popularization of insurance products and services that contribute to reducing GHG emissions with the use of this technology.

- Presentation at COP16: Promoted biodiversity initiatives, representing the Keidanren

Sompo Japan participated in the 16th Conference of the Parties to the Convention on Biological Diversity (COP16) held in Cali, Colombia in October to November, 2024 as a representative of Keidanren (Japan Business Federation). In the conference, Sompo Japan took part in a seminar themed on harmonizing science and society, and spoke about the OECMs Project," which is its biodiversity conservation initiative, carbon credits in collaboration with NCCC**, and its approach to visualizing supply chain risks for companies.

*OECMs: “Other Effective area-based Conservation Measures,” which include areas other than protected areas such as national parks that are conducive to biodiversity conservation.

**NCCC: Natural Capital Credit Consortium

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Initiatives on social contribution

Sompo Chikyu (Earth) Club

The Sompo Chikyu (Earth) Club founded in 1993 is a volunteer organization consisting of all the executives and employees, through which the Group has been tackling various issues faced by communities. Using the social contribution fund voluntarily contributed by the members, the Club has engaged in volunteer activities throughout the country, support for affected areas in the wake of large-scale disasters, assistance for Sompo Children's Cafeteria operated by Sompo Care Inc., contribution to NPOs supported by employees, and social contribution activities through donations to three foundations operated by the Group.

in January 2025, some Group employees voluntarily participated in a disaster relief volunteer program* in Noto Peninsula, and conducted individual visits to temporary housing, and planned and held events such as a footbath salon, based in Anamizu Town, Ishikawa Prefecture.

*The program was held by Rescue Stock Yard, a disaster relief NPO acting in Noto Peninsula

Efforts on disaster preparedness and mitigation in the community

As part of its Bosai JAPAN-DA Project which started in 2014, Sompo Japan is running experience-based disaster prevention workshops for children—society's future leaders—and their guardians with the aim of helping them acquire knowledge and safe behaviors to protect themselves in emergency situations. The event was participated by more than 126,000 people in total as of the end of March 2025.

In December 2023, we fully launched a workshop on the creation of SOMPO-style "Nigechizu" Evacuation Map*. The Nigechizu is a hand-made map that visualizes evacuation routes by color-coding the times required to indicate how to reach the evacuation areas in the event of disasters. Through creating this map, we facilitate communication between participants, thereby contributing to the promotion of both "mutual aid" (which enables community members to help each other) and a spirit of "self-help" (with which people can seek to protect themselves) by making disaster prevention and evacuation as their own personal issues.

* "Nigechizu" is a registered trademark of NIKKEN SEKKEI LTD.

(End of document)