

November 19, 2019

To whom it may concern

Company Name: Sompo Holdings, Inc.

Representative: Kengo Sakurada, Group CEO, Director,

President and Representative Executive Officer

(Stock Code: 8630, the first section of the Tokyo Stock Exchange)

Announcement of personnel changes

With the aim of expanding the group's overseas business, Sompo Holdings, Inc. (hereafter SOMPO Holdings) is planning to transfer all overseas group companies under Sompo International Holdings Ltd. (hereafter SIH) by 2020 to establish a truly integrated global platform. Once this integration is completed, SIH's expected role will increase significantly. Under this structurally and strategically transitional period, in order to execute a coordinated and aligned business strategy and to accelerate the transformation, Mikio OKUMURA- current Group CSO (Chief Strategy Officer)- will be appointed as the new CEO of SIH, and Masahiro HAMADA will be appointed as Group Co-CSO, both effective from January 1st 2020, subject to regulatory and immigration approvals.

1. Personnel changes of Executive Officer

[Effective date: January 1st, 2020]

(New title)	(Name)	(Current title)
Group CFO Group Co-CSO Group CIO Executive Vice President and Executive Officer	Masahiro HAMADA	Group CFO Group CIO Executive Vice President and Executive Officer
Group Co-CSO Executive Vice President and Executive Officer	Mikio OKUMURA	Group CSO Executive Vice President and Executive Officer General Manager, Office of Group CEO

※Group CSO will be led by two officers, Hamada Group Co-CSO will be responsible for the entire Group and Domestic strategies, and Okumura Group Co-CSO will be responsible for overseas strategies.

※Mikio OKUMURA concurrently services as Chief Executive Officer of Sompo International Holdings Ltd.

[Effective date: April 1st, 2020]

(New title)	(Name)	(Current title)
Senior Executive Vice President (Chairman of Overseas M&A, Special Advisor to Group CEO)	Nigel FRUDD	Senior Executive Vice President (Chairman of Overseas M&A)

2. Personnel changes of

[Effective date: November 19th, 2019]

(New title)	(Name)	(Current title)
General Manager, Innovation For Aging & Wellness Department and Office of Group CEO	Yasuki KUME	General Manager, Innovation For Aging & Wellness Department

[Effective date: January 1st, 2020]

(New title)	(Name)	(Current title)
General Manager, Office of Group CEO	Yasuki KUME	General Manager, Innovation For Aging & Wellness Department and Office of Group CEO
General Manager, Office of Group CEO (Hamilton, Bermuda)	Yohei NAMIKI	General Manager, Office of Group CEO
General Manager, Office of Group CEO and Innovation For Aging & Wellness Department and Digital Strategy Planning Department	Hiroaki KAWABE	General Manager, Innovation For Aging & Wellness Department and Digital Strategy Planning Department
General Manager, Innovation For Aging & Wellness Department	Takahiro IWAMOTO	

Reference: Personnel Changes of Overseas subsidiaries

Sompo International Holdings Ltd.

[Effective date: January 1st, 2020]

(New title)	(Name)	(Current title)
Executive Director and Chief Executive Officer	Mikio OKUMURA	Non-Executive Director
	Nigel FRUDD	Executive Director and Chief Executive Officer
※Nigel FRUDD will continue to serve as Senior Executive Vice President of Sompo Holdings, Inc.		
Non-Executive Director	Yuji KAWAUCHI	