

February 13, 2026

To Whom It May Concern

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

Notice Regarding Changes in Representative Executive Officers and Executive Officers

The Company hereby announces that its Board of Directors, convened today, has decided on the following changes to its Representative Executive Officers and Executive Officers, effective April 1, 2026.

1. Changes in Representative Executive Officers

(1) Changes in Representative Executive Officers [Effective April 1, 2026]

Name	New Title	Current Title
Katsuyuki TAJIRI	Group CFO Deputy President and Representative Executive Officer	Senior Vice President in charge of SOMPO P&C <Director, Deputy President of Sompo Japan Insurance>, Direct Insurance Business (Officer) and Overseas M&A
Masahiro HAMADA	Director Senior Vice President and Executive Officer Assistant to the Group CFO	Group CFO Director Deputy President and Representative Executive Officer

Note 1: Mr. Tajiri will retire as Deputy President [CXO] [COO] of Sompo Japan Insurance Inc. on March 31, 2026 (he will continue as a Director of Sompo Japan Insurance Inc. after April 1, 2026).

Note 2: Mr. Hamada will continue as a Director of Sompo Japan Insurance Inc. and Sompo Himawari Life Insurance Inc. after April 1, 2026.

Note 3: Mr. Hamada is scheduled to retire as a Senior Vice President and Executive Officer at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders.

*Mr. Tajiri's CV is as per the Appendix.

(2) Reason for the Changes

The changes in Representative Executive Officers are aimed at strengthening our management structure and advancing transformation.

2. Changes in Senior Vice Presidents and Executive Officers, and in Senior Vice Presidents
[Effective April 1, 2026]

Name	New Title	Current Title
Yoshihiro UOTANI	Senior Vice President and Executive Officer Assistant to the Group CRO	Group CRO Senior Executive Vice President and Executive Officer
Kayoko SAKAI	Group CSuO Senior Executive Vice President	Group CSuO Executive Vice President
Yoshiyasu SUZUKI	Group CIO Executive Vice President General Manager, IT Strategy Planning Department	Group CIO Senior Vice President General Manager, IT Strategy Planning Department
Kyotaro HIROSE	Senior Vice President Direct Insurance Business (Officer) General Manager, Office of Group CEO	Senior Vice President in charge of SOMPO P&C General Manager, Office of Group CEO
Hirofumi SHINJIN	Senior Vice President Assistant to Senior Vice President in charge of Public Relations	Senior Vice President in charge of Public Relations

Note 1: Mr. Uotani is scheduled to retire as Senior Vice President and Executive Officer at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders.

Note 2: Mr. Shinjin is scheduled to retire as Senior Vice President at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders.

3. Appointment of Senior Vice Presidents and Executive Officers, and of Senior Vice Presidents
[Effective April 1, 2026]

Name	New title	Current title
Koji TAKAHASHI	Group CRO Executive Vice President and Executive Officer	Sompo Japan Insurance Inc. Senior Vice President [CRO]
Yoshihiro SASANO	Senior Vice President in charge of Public Relations General Manager, Public Relations	Sompo Japan Insurance Inc. Senior Vice President General Manager, Public Relations
Tetsuya MORITO	Senior Vice President in charge of Overseas M&A General Manager, Global Strategy	General Manager, Global Strategy

Note 1: Mr. Takahashi will be promoted from Senior Vice President to Executive Vice President at Sompo Japan Insurance Inc. effective April 1, 2026, and will continue to serve as [CRO].

Note 2: Mr. Sasano will continue as Senior Vice President and General Manager of Public Relations at Sompo Japan Insurance Inc. after April 1, 2026.

4. Senior Vice Presidents Scheduled to Retire [Effective March 31, 2026]

Name	Current Title
Kenneth REILLY	Senior Vice President
Kayoko KOSAKA	Senior Vice President Group Deputy CSuO

Note 1: Mr. Reilly, in recognition of the increasing strategic importance of APAC within Sampo, will continue to serve as CEO, Insurance, Asia Pacific of Sampo International Holdings Ltd., and as CEO, Sampo Holdings (Asia) Pte. Ltd. after April 1, 2026, and will dedicate fully to the mission of these roles after April 1, 2026.

Note 2: Ms. Kosaka is scheduled to assume the position of Senior Vice President and CFO of Sampo Care Inc. effective April 1, 2026.

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

The structure of Senior Vice Presidents and Executive Officers, and of Senior Vice Presidents as of April 1, 2026, following the above changes, is as follows:

Name	Title/Role	Note
Mikio OKUMURA	Group CEO, Director, President and Representative Executive Officer	
Masahiro HAMADA	Director, Senior Vice President and Executive Officer Assistant to the Group CFO	Note1
Shinichi HARA	Group CHRO, Director, Deputy President and Representative Executive Officer	
Katsuyuki TAJIRI	Group CFO, Deputy President and Representative Executive Officer	
James SHEA	CEO of SOMPO P&C, Senior Vice President SOMPO P&C (Chief Officer), Overseas Insurance and Reinsurance Business (Officer) < CEO of Sampo International Holdings >	
Yasuhiro OBA	CEO of SOMPO Wellbeing, Senior Vice President SOMPO Wellbeing (Chief Officer) < Chairman of Sampo Himawari Life Insurance >	
Koji ISHIKAWA	Senior Vice President in charge of SOMPO P&C, Domestic P&C Insurance Business (Officer) < President and Representative Director, Sampo Japan Insurance >	
Yasuki KUME	Senior Vice President in charge of Wellbeing Business, Domestic Life Insurance Business (Officer) < President and Representative Director, Sampo Himawari Life Insurance >	

Name	Title/Role	Note
Takamitsu WASHIMI	Senior Vice President in charge of Wellbeing Business, Nursing Care Business (Officer) <CEO, President and Representative Director, Sampo Care>	
Koichi NARASAKI	Senior Executive Vice President and Executive Officer in charge of Digital and New Business (Officer) and Investment General Manager, Business Development Department	
Yoshihiro UOTANI	Senior Vice President and Executive Officer Assistant to the Group CRO	Note2
Kayoko SAKAI	Group CSuO, Senior Executive Vice President	
Koji TAKAHASHI	Group CRO, Executive Vice President and Executive Officer	
Masayuki KIMURA	Group Co-CDO, Executive Vice President	
Ryuichi YOSHIMURA	Group Co-CDO, Executive Vice President in charge of Wellbeing Business (Chief Digital & AI Officer)	
Akiko MURAKAMI	Group CDaO, Executive Vice President	
Yoshiyasu SUZUKI	Group CIO, Executive Vice President General Manager, IT Strategy Planning Department	
David CAMPUTO	Group CAE, Senior Vice President	
Kyotaro HIROSE	Senior Vice President in charge of Direct Insurance Business (Officer) General Manager, Office of Group CEO	
Katsuhito NAKAGAWA	Senior Vice President in charge of Direct Insurance Business <President and Representative Director, Sampo Direct Insurance >	
Katsuyuki OHARA	Senior Vice President in charge of Digital Business <Palantir Technologies Japan CEO >	
Ryoko SHIMOKAWA	Senior Vice President in charge of Wellbeing Business, <President and Representative Director, Sampo Health Support>	Note3
Hiroshi HORIE	Senior Executive Vice President in charge of Compliance	
Nicolas BURNET	Executive Vice President in charge of SOMPO P&C Group Deputy CFO	

Name	Title/Role	Note
Junsuke KOIKE	Executive Vice President Group Deputy CFO	
Richard HIGA	Senior Vice President Group Deputy CAE General Manager, Internal Audit Department	
Sina MARTENS	Senior Vice President in charge of Communications (Group Head of Communications)	
Hirofumi SHINJIN	Senior Vice President Assistant to Senior Vice President in charge of Public Relations	Note4
Yohei NAMIKI	Senior Vice President in charge of Wellbeing Business	
Yoshihiro SASANO	Senior Vice President in charge of Public Relations General Manager, Public Relations	
Tetsuya MORITO	Senior Vice President in charge of Overseas M&A General Manager, Global Strategy	

Note 1: Mr. Hamada is scheduled to retire as a Senior Vice President and Executive Officer at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders. He will continue as a Director of Sampo Japan Insurance Inc. and Sampo Himawari Life Insurance Inc. after April 1, 2026.

Note 2: Mr. Uotani is scheduled to retire as Senior Vice President and Executive Officer at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders. He will continue to serve as a Director of Sampo Japan Insurance Inc. concurrently until the next ordinary shareholders' meeting of that company.

Note 3: Ms. Shimokawa is scheduled to assume the position of President and Representative Director of Sampo Health Support effective April 1, 2026.

Note 4: Mr. Shinjin is scheduled to retire as Senior Vice President at the conclusion of the Board of Directors meeting held on the same day as the 16th Ordinary General Meeting of Shareholders.

*The official titles for each position are as follows:

Group CEO : Group Chief Executive Officer
Group CHRO : Group Chief Human Resource Officer
Group CFO : Group Chief Financial Officer
Group CSuO : Group Chief Sustainability Officer
Group CDO : Group Chief Digital Officer
Group CRO : Group Chief Risk Officer
Group CDaO : Group Chief Data Officer
Group CIO : Group Chief Information Officer
Group CAE : Group Chief Audit Executive

Appendix

Name (Date of Birth)	Curriculum Vitae		Number of shares owned
Katsuyuki TAJIRI (Born October 8, 1967)	Apr. 1990	Joined The Yasuda Fire & Marine Insurance Co., Ltd.	16,300 shares
	Oct. 2013	General Manager, South Asia Department, Yasuda Fire & Marine Insurance Co., Ltd. General Manager, Regional COO of South Asia, Sompo Holdings (Asia) Pte. Ltd.	
	Apr. 2017	General Manager, South Asia Department, Sompo Holdings, Inc. General Manager, South Asia Department, Sompo Japan Nipponkoa Insurance Inc.	
	Apr. 2018	Senior Vice President, Sompo Holdings, Inc. Senior Vice President, General Manager, Commercial Business Strategy and Underwriting Department and Global Business Department, Sompo Japan Nipponkoa Insurance Inc.	
	Jan. 2019	Director, Sompo International Holdings Ltd.	
	Mar. 2019	Chairman, Sompo Japan Sigorta Anonim Sirketi Director, Sompo Seguros S.A.	
	Apr. 2019	Senior Vice President, General Manager, Global Business Department, Sompo Japan Nipponkoa Insurance Inc.	
	Jun. 2019	Senior Vice President and Executive Officer, Sompo Holdings, Inc.	
	Aug. 2020	Executive Director and CEO SI Retail, Sompo International Holdings Ltd.	
	Apr. 2021	Executive Vice President, Sompo Holdings, Inc.	
	Oct. 2022	Executive Vice President, General Manager, Global Strategy Office, Sompo Holdings, Inc.	
	Aug. 2023	Executive Vice President, General Manager, Office of Group CEO and General Manager, Global Strategy Office, Sompo Holdings, Inc.	
	Dec. 2023	Senior Managing Executive Officer, Chief Transformation Officer, Sompo Japan Insurance Inc.	
	Apr. 2024	Senior Executive Vice President, Sompo Holdings, Inc.	
	Apr. 2025	Senior Vice President in charge of SOMPO P&C, Sompo Holdings, Inc. (current) Director, Chief Transformation Officer, Deputy President and Senior Managing Executive Officer, Sompo Japan Insurance Inc.	
	Oct. 2025	Director, Chief Transformation Officer, Chief Operational Officer, Deputy President and Senior Managing Executive Officer, Sompo Japan Insurance Inc. (current)	

*The number of the Company's shares owned is stated as of December 31, 2025.