[Unofficial Translation]

February 14, 2025

Tetsuya Kikuta
Representative Director, President
Chief Executive Officer
Dai-ichi Life Holdings, Inc.
Code: 8750 (TSE Prime section)

Announcement on Changes of Officers effective April 1, 2025 (Dai-ichi Life Holdings, Inc.)

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Representative Director, President
Group Chief Executive Officer
Dai-ichi Life Holdings, Inc.
Code: 8750 (TSE Prime section)

Dai-ichi Life Holdings Announces Changes of Officers

Dai-ichi Life Holdings, Inc. (the "Company"; President: Tetsuya Kikuta) hereby announces the changes of officers effective April 1, 2025.

1. Changes of Titles (effective April 1, 2025)

New Title	Current Title	Name
Director	Director, Managing Executive Officer Chief Sustainability Officer	Hidehiko Sogano
Senior Managing Executive Officer Business Head, Protection (Japan)	Senior Managing Executive Officer	Kohei Kai
Managing Executive Officer Group Chief Risk Officer	Executive Officer Chief Risk Officer	Hideyuki Ohashi
Managing Executive Officer Chief General Manager, North America	Executive Officer Chief General Manager, North America	Satoshi Takemoto
Executive Officer	Executive Officer Status	Katsushi Makiuchi
Executive Officer Group Chief Data and AI Officer	Expert Executive Officer Chief Data and AI Officer	Figen Ulgen

2. Retiring Officers (effective March 31, 2025)

Current title	Name	Remarks
Managing Executive Officer Business Head, Protection (Japan)	Makoto Goda	Makoto Goda continues to be a Managing Executive Officer of The Dai-ichi Life Insurance Co., Ltd.
Managing Executive Officer Status	Tomohiko Asano	

3. New Appointment of Officers (effective April 1, 2025)

* Refer to pages 9 for the reasons for the appointment and pages 10 for their biographies.

New Title	Name
Executive Officer Group Chief Brand and Culture Officer	Kaori Sakamoto
Executive Officer Group Chief Sustainability Officer General Manager of Sustainability Unit	Yukiko Sakai
Executive Officer Status	Takehiko Eguchi (*1)
Executive Officer Status	Kohei Horikawa (*2)
Expert Executive Officer Group Chief Accounting Officer General Manager of Accounting Unit	Hirotaka Noji

*1 Takehiko Eguchi will be appointed as a Representative Director, President of The QOLead, Limited on April 1, 2025.
He is also an Executive Officer of the Company from April 1, 2022 to March 31, 2023 and of The Dai-ichi Life Insurance Co., Ltd. from April 1, 2023 to March 31, 2025.

*2 Kohei Horikawa will be appointed as a Director, Managing Executive Officer of Asset Management One Co., Ltd. on April 1, 2025.

Directors and Executive Officers as of April 1, 2025

Title	Name
Director, Chair of the Board	Seiji Inagaki
Representative Director, President Group Chief Executive Officer	Tetsuya Kikuta
Representative Director, Senior Managing Executive Officer Business Head, International Life Insurance	Hitoshi Yamaguchi
Director, Managing Executive Officer Group Chief Customer Experience Officer（Japan）	Takako Kitahori
Director	Toshiaki Sumino
Director	Hidehiko Sogano
Outside Director	Yuriko Inoue
Outside Director	Yasushi Shingai
Outside Director	Bruce Miller
Outside Director	Ichiro Ishii
Director (Audit and Supervisory Committee Member (Full-Time))	Takahiro Shibagaki
Director (Audit and Supervisory Committee Member (Full-Time))	Kenji Yamakoshi
Outside Director (Audit and Supervisory Committee Member)	Rieko Sato
Outside Director (Audit and Supervisory Committee Member)	Koichi Masuda
Outside Director (Audit and Supervisory Committee Member)	Satoshi Nagase
Senior Managing Executive Officer Group Chief Information Officer & Group Chief Digital Officer	Stephen Barnham
Senior Managing Executive Officer	Mamoru Akashi
Senior Managing Executive Officer	Brett Clark
Senior Managing Executive Officer	Norio Shiraishi
Senior Managing Executive Officer Business Head, Protection (Japan)	Kohei Kai
Managing Executive Officer Group Chief Internal Audit Officer	Hiroshi Shoji
Managing Executive Officer Business Head, Retirement, Savings and Asset Management	Takashi Iida
Managing Executive Officer Group Chief Risk Officer	Hideyuki Ohashi
Managing Executive Officer	Satoshi Takemoto
Executive Officer	Atsuko Yasuda
Executive Officer	Makoto Hishida
Executive Officer	Yuichiro Abe
Executive Officer	Shinichiro Kaneko

Title	Name
Executive Officer Group Chief Financial Officer	Taisuke Nishimura
Executive Officer Group Chief Human Resources Officer	Yotaro Numata
Executive Officer Business Head, New Fields of Business	Akifumi Kai
Executive Officer Group Chief Compliance Officer	Webster Coates
Executive Officer Group Chief Communications Officer	Kyoko Wada
Executive Officer	Ken Niimura
Executive Officer	Takashi Uehara
Executive Officer	Isamu Ando
Executive Officer	Katsushi Makiuchi
Executive Officer Group Chief Data and AI Officer	Figen Ulgen
Executive Officer Group Chief Brand and Culture Officer	Kaori Sakamoto
Executive Officer Group Chief Sustainability Officer	Yukiko Sakai
Expert Executive Officer Group Chief Information Security Officer	Fred Stute
Expert Executive Officer Group Chief Accounting Officer	Hirotaka Noji

Responsibilities and Delegation of Employees Duties, etc. as of April 1, 2025

Name and Title	Responsibilities	Delegation, etc.
Tetsuya Kikuta (Representative Director, President)	Group Chief Executive Officer	
Hitoshi Yamaguchi (Representative Director, Senior Managing Executive Officer)	Assistant to President Business Head, International Life Insurance, Matters regarding Nominations Advisory Committee and Remuneration Advisory Committee, jointly in charge with Mr. Hishida and Mr. Numata	
Takako Kitahori (Director, Managing Executive Officer)	Group Chief Customer Experience Officer (Japan)	
Stephen Barnham (Senior Managing Executive Officer)	Group Chief Information Officer & Group Chief Digital Officer	
Mamoru Akashi (Senior Managing Executive Officer)	Matters regarding The Dai-ichi Frontier Life Insurance Co., Ltd. (concurrently serving as a Representative Director, President of this company)	
Brett Clark (Senior Managing Executive Officer)	Matters regarding the Asia-Pacific Region in International Life Insurance Business	Chief General Manager, Asia Pacific
Norio Shiraishi (Senior Managing Executive Officer)	Matters regarding Benefit One Inc. (concurrently serving as a Representative Director, President of this company)	
Kohei Kai (Senior Managing Executive Officer)	Business Head, Protection (Japan)	
Hiroshi Shoji (Managing Executive Officer)	Group Chief Internal Audit Officer	
Takashi Iida (Managing Executive Officer)	Business Head, Retirement, Savings and Asset Management	
Hideyuki Ohashi (Managing Executive Officer)	Group Chief Risk Officer	
Satoshi Takemoto (Managing Executive Officer)	Matters regarding the North American Region in International Life Insurance Business	Chief General Manager, North America
Atsuko Yasuda (Executive Officer)	Matters regarding ipet Insurance, Co., Ltd. (concurrently serving as a Representative Director, President of this company)	
Makoto Hishida (Executive Officer)	Matters regarding Corporate Service	
Yuichiro Abe (Executive Officer)	Matters regarding the Asia Pacific Region in International Life Insurance Business, jointly in charge with Mr. Clark	Deputy Chief General Manager, Asia Pacific

Name and Title	Responsibilities	Delegation, etc.
Shinichiro Kaneko (Executive Officer)	Matters regarding specific assignments	
Taisuke Nishimura (Executive Officer)	Group Chief Financial Officer, Matters regarding Actuarial	
Yotaro Numata (Executive Officer)	Group Chief Human Resources Officer	
Akifumi Kai (Executive Officer)	Business Head, New Fields of Business, Matters regarding Corporate Planning	
Webster Coates (Executive Officer)	Group Chief Compliance Officer, Matters regarding Legal, Global Intelligence	
Kyoko Wada (Executive Officer)	Group Chief Communications Officer	
Ken Niimura (Executive Officer)	Matters regarding Topaz Capital, Inc. (concurrently serving as a Representative Director, President of this company)	
Takashi Uehara (Executive Officer)	Matters regarding The Neo First Life Insurance Company, Limited (concurrently serving as a Representative Director, President of this company)	
Isamu Ando (Executive Officer)	Matters regarding The Dai-ichi Life Techno Cross Co., Ltd. (concurrently serving as a Representative Director, President of this company)	
Katsushi Makiuchi (Executive Officer)	Matters regarding Real Estate Asset Management	
Figen Ulgen (Executive Officer)	Group Chief Data and AI Officer	
Kaori Sakamoto (Executive Officer)	Group Chief Brand and Culture Officer	
Yukiko Sakai (Executive Officer)	Group Chief Sustainability Officer	General Manager of Sustainability Unit
Fred Stute (Expert Executive Officer)	Group Chief Information Security Officer	
Hirotaka Noji (Expert Executive Officer)	Group Chief Accounting Officer	General Manager of Accounting Unit

Note:

Business Head is responsible for the business of the holding company and has the authority to plan each strategy of and direct the business of the group in charge, and oversee the execution of the strategy through the group companies, etc.

Chief Officer (CXO) is responsible for supervising the whole group with group-wide authorities in its own duties.

In this connection, the Group will be added to the names of all CXOs as of April 1, 2025.

As the Deputy Chief General Manager of Asia Pacific, Mr. Abe assists the Chief General Manager of Asia Pacific.

Reasons for appointment

Name	Reasons
Figen Ulgen	She has worked for both domestic and international IT companies on projects to solve issues in a wide variety of data domains, including data science, AI, data governance, and privacy. In addition to demonstrating leadership in project management, she has applied technology to business, transforming existing concepts and creating new business opportunities based on her advanced technical knowledge and expertise in all areas of data and AI. Since joining the Company, as Expert Executive Officer, Chief Data and AI Officer, she has led group-based activities from a broad perspective, such as group synergies, innovation creation, AI risk governance, and in-house human resources development. She has the knowledge and experience to perform her duties as an executive officer of the Company accurately, fairly, and effectively.
Kaori Sakamoto	She has worked for domestic companies in the planning and execution of group-wide branding and corporate communication strategies, as well as re-branding and corporate philosophy penetration. Since joining the Company, as General Manager of Corporate Communications Unit, she has promoted initiatives aimed at the penetration of the Group's philosophy and the renewal of the Group's brand. She has the knowledge and experience to perform her duties as the Company's executive officer accurately, fairly, and efficiently.
Yukiko Sakai	As a partner of a foreign consulting firm, she has consulting experience in the healthcare industry and promoted the launch of the public sector at the firm. In the area of sustainability, she has promoted projects with major pharmaceutical companies and government agencies, etc. She has the knowledge and experience to carry out his duties as an executive officer of the Company in a precise, fair, and efficiently.
Kohei Horikawa	He has been mainly engaged in the field of asset management. With a wealth of knowledge and experience in asset management, he has worked to strengthen investment profitability in the midst of major environmental changes, such as changes in interest rate policies in domestic and international financial markets. Currently, as General Manager of the Investment Planning Dept. of The Dai-ichi Life Insurance Co., Ltd., he formulates asset management policies for medium- and long-term investment profitability and leads the company in reducing market-related risks such as interest rate risk and equity risk while ensuring stable investment income. He has the knowledge and experience to perform his duties as an executive officer of the Company accurately, fairly, and efficiently.
Hirotaka Noji	He has been engaged mainly in domestic and international accounting-related work. Based on his extensive experience in the accounting department, he has led the company's accounting department for a long time, including the preparation of consolidated financial statements, dialogue and negotiation with audit firms, and promotion of PMI in the accounting field at the time of acquisition of Protective Life Corporation. Currently, as General Manager of Accounting Unit, he provides leadership in various aspects such as global regulatory compliance (IFRS, ICS, etc.), accounting and taxation for non-insurance businesses, and the establishment of vendor management functions. He has the knowledge and experience to perform his duties as an expert executive officer of the Company accurately, fairly, and efficiently.

Biographies of Newly Appointed Officers

Name	Figen Ulgen	
Education	May 1995	Graduated from The University of Tokushima, Ph.D., Computer Engineering
Career History	September 1991	Joined Just System Corp. Research Scientist
	October 1997	Research Scientist, Motorola Inc.
	September 1999	Senior Associate, McKinsey & Company, Inc.
	April 2002	Director, Intellectual Property & Business Management, Microsoft Corporation
	June 2009	Director of Product Management, High Perf Computing, Microsoft Corporation
	July 2011	Principal Product Planner, Cloud Computing, Microsoft Corporation
	December 2012	Senior Director, Business Intelligent & Advance Analytics, Microsoft Corporation
	November 2014	General Manager, Software & Cloud High Perf Computing, Intel Corporation
	March 2019	Head of Data & Analytics, Woolworths NZ
	February 2021	Chief Customer Officer, Z Energy
	August 2022	Chief Data Officer, Line Corp.
	April 2024	Expert Executive Officer, Chief Data and AI Officer, Dai-ichi Life Holdings, Inc.

Name	Kaori Sakamoto	
Date of Birth	September 24, 1971	
Education	March 1994	Graduated from Ochanomizu University, Faculty of Letters and Education
Career History	April 1994	Joined The Dai-ichi Mutual Life Insurance Company
	October 2016	General Manager, Corporate Communications / IR Dept, Benesse Holdings, Inc.
	April 2020	General Manager, Office of the President, Benesse Holdings, Inc.
	April 2021	General Manager, Office of the President and IR Dept, Benesse Holdings, Inc.
	February 2022	General Manager, Corporate Communications / ESG Promotion Dept, Ryohin Keikaku Co., Ltd.
	February 2023	General Manager, Corporate Communications / IR / ESG Promotion Dept, Ryohin Keikaku Co., Ltd.
	October 2023	Fellow, Corporate Planning Unit, Dai-ichi Life Holdings, Inc.
	April 2024	General Manager of Corporate Communications Unit, Dai-ichi Life Holdings, Inc.

Name	Yukiko Sakai	
Date of Birth	March 7, 1985	
Education	March 2007	Graduated from The University of Tokyo, Faculty of Science
Career History	April 2007	Joined McKinsey & Company, Inc.
	January 2019	Elected as a Partner at McKinsey & Company, Inc.
	March 2025	Joined Dai-ichi Life Holdings, Inc.

Name	Kohei Horikawa	
Date of Birth	October 19, 1974	
Education	March 1997	Graduated from The University of Tokyo, Faculty of Economics
Career History	April 1997	Joined The Dai-ichi Mutual Life Insurance Company
	April 2018	Deputy General Manager, Equity Investment Dept, Dai-ichi Life Insurance Company, Limited
	July 2020	Line Manager, Equity Investment Dept, Dai-ichi Life Insurance Company, Limited
	April 2021	General Manager, Equity Investment Dept, Dai-ichi Life Insurance Company, Limited
	April 2022	General Manager, Investment Planning Dept, Dai-ichi Life Insurance Company, Limited

Name	Hirotaka Noji	
Date of Birth	March 19, 1970	
Education	March 1993	Graduated from Waseda University, School of Political Science and Economics
Career History	April 1993	Joined The Dai-ichi Mutual Life Insurance Company
	April 2015	General Manager Status, Protective Life Corporation
	July 2020	General Manager, Actuarial and Accounting Unit, Dai-ichi Life Holdings, Inc.
	April 2024	General Manager, Accounting Unit, Dai-ichi Life Holdings, Inc.