[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 (The Dai-ichi Life Insurance Company, Limited)

[Unofficial Translation]

February 14, 2025

Toshiaki Sumino
Representative Director, President
The Dai-ichi Life Insurance Company, Limited

Dai-ichi Life Insurance Announces Changes of Officers

The Dai-ichi Life Insurance Company, Limited (the "Company"; President: Toshiaki Sumino) hereby announces the changes of officers effective April 1, 2025. Some of the information contained in the description are subject to approval by the authorities.

1. New Appointments of Director (effective April 1, 2025)

New Title	Name
Director	Kohei Kai

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

New Title	Current Title	Name
Director, Managing Executive Officer	Director, Managing Executive Officer Chief General Manager, Corporate Planning and Regulatory Affairs	Shoji Takeuchi
Senior Managing Executive Officer Chief General Manager, Corporate Relations	Managing Executive Officer Chief General Manager, Kansai Market	Yoshitaka Okumura
Managing Executive Officer	Director, Managing Executive Officer	Kyoichi Haida
Managing Executive Officer Chief General Manager, Metropolitan Market	Managing Executive Officer Chief General Manager, Chubu Market	Mitsuhiro Uehara
Managing Executive Officer Chief General Manager, Kansai Market	Managing Executive Officer Chief General Manager, Chugoku and Shikoku Market	Takahito Shibuya
Managing Executive Officer Chief General Manager, Chugoku and Shikoku Market	Managing Executive Officer Chief General Manager, Eastern Market	Ken Mikami
Managing Executive Officer Chief General Manager, Eastern Market	Executive Officer	Kazuhiro Osawa
Managing Executive Officer	Executive Officer	Hideyuki Ohashi
Managing Executive Officer	Executive Officer General Manager, IT Planning Dept.	Jun Kuroda
Managing Executive Officer	Executive Officer	Yasuyuki Watanabe
Managing Executive Officer Chief General Manager, Kyushu and Okinawa Market	Executive Officer Chief General Manager, Kyushu and Okinawa Market	Masaki Eto
Executive Officer	Executive Officer General Manager, Financial Institution Relations Dept.	Katsufumi Kubo

3. Retiring Officers (effective March 31, 2025)

Current Title	Name	Remarks
Senior Managing Executive Officer Chief General Manager, Corporate Relations	Katsuhisa Watanabe	Katsuhisa Watanabe will be appointed as a Part-time Advisor of The Dai-ichi Life Insurance Co., Ltd. on April 1, 2025
Managing Executive Officer Chief General Manager, Metropolitan Market	Yasutaka Shimokawa	Yasutaka Shimokawa will be appointed as a Representative Director, Vice President of THE DAI-ICHI BUILDING CO., LTD. on April 1, 2025.
Managing Executive Officer Chief General Manager, Hokkaido and Tohoku Market	Masahiro Akashi	Masahiro Akashi will be appointed as an Advisor of The Cardiovascular Institute on April 1, 2025.
Executive Officer	Takehiko Eguchi	Takehiko Eguchi will be appointed as an Executive Officer Status of Dai-ichi Life Holdings, Inc. on April 1, 2025. Also He will be appointed as a Representative Director, President of QOLead, Limited as of the same date.
Executive Officer General Manager, Chiba Branch Office	Shigeki Ikegami	Shigeki Ikegami will be appointed as an Advisor of Total Life Planning and Sales Training Dept. of The Dai-ichi Life Insurance Co., Ltd. on April 1, 2025.
Executive Officer	Shinichiro Kaneko	Shinichiro Kaneko will be appointed as an Executive Officer of Dai-ichi Life Holdings, Inc. on April 1, 2025.

4. New Appointments of Executive Officers (effective April 1, 2025)

New Title	Name
Executive Officer	Katsushi Makiuchi
Executive Officer	Figen Ulgen
Executive Officer Chief General Manager, Hokkaido and Tohoku Market	Teruyuki Nishimura
Executive Officer General Manager, Metropolitan Consulting Sales Office	Reiko Abe

New Title	Name
Executive Officer Chief General Manager, Chubu Market	Kentaro Tanaka

* Refer to pages 10 to 16 for the reasons and their biographies for the new appointments

Directors, Audit and Supervisory Board Members and Executive Officers as of April 1, 2025

Title	Name
Director, Chair of the Board	Seiji Inagaki
Representative Director, President	Toshiaki Sumino
Representative Director, Senior Managing Executive Officer	Hiroyuki Kanou
Director, Managing Executive Officer	Shoji Takeuchi
Director, Managing Executive Officer	Takashi Iida
Director, Managing Executive Officer	Atsuko Ochiai
Director	Tetsuya Kikuta
Director	Kohei Kai
Outside Director	Takehiko Nakao
Outside Director	Naomi Ushio
Audit and Supervisory Board Member(Full-Time)	Shigeru Mori
Audit and Supervisory Board Member(Full-Time)	Yoshifumi Wakayama
Outside Audit and Supervisory Board Member	Hiroshi Azuma
Outside Audit and Supervisory Board Member	Akira Ishihara
Outside Audit and Supervisory Board Member	Masahiko Yamauchi
Senior Managing Executive Officer	Yoshitaka Okumura
Managing Executive Officer	Kyoichi Saito
Managing Executive Officer	Kazuyuki Shigemoto
Managing Executive Officer	Kyoichi Haida
Managing Executive Officer	Mitsuhiro Uehara
Managing Executive Officer	Takahito Shibuya
Managing Executive Officer	Koichi Nishiyama
Managing Executive Officer	Miki Kashizaki
Managing Executive Officer	Makoto Goda
Managing Executive Officer	Ken Mikami
Managing Executive Officer	Kazuhiro Osawa
Managing Executive Officer	Hideyuki Ohashi
Managing Executive Officer	Jun Kuroda
Managing Executive Officer	Yasuyuki Watanabe
Managing Executive Officer	Masaki Eto
Executive Officer	Masahito Suyama
Executive Officer	Makoto Hishida
Executive Officer	Yuichiro Abe
Executive Officer	Kazuhiro Katayama
Executive Officer	Tetsunori Kanou
Executive Officer	Katsufumi Kubo
Executive Officer	Sanae Iguchi

Title	Name
Executive Officer	Koichiro Yoshida
Executive Officer	Jun Miyamoto
Executive Officer	Katsushi Makiuchi
Executive Officer	Figen Ulgen
Executive Officer	Teruyuki Nishimura
Executive Officer	Reiko Abe
Executive Officer	Kentaro Tanaka

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

Name and Title	Responsibilities	Delegation, etc.
Hiroyuki Kanou (Representative Director, Senior Managing Executive Officer)	Retail Management Dept., Sales Force Planning Dept., Sales Consulting Promotion Dept., Total Life Planning and Sales Training Dept.	
Shoji Takeuchi (Director, Managing Executive Officer)	Corporate Planning Dept. (Matters regarding Internal Communication Div.), Government & Public Relations Dept., Customer Experience Promotion Dept., Sales Promotion Dept.	
Takashi Iida (Director, Managing Executive Officer)	Separate Account Management Dept. (Matters regarding Separate Account Investment Office), Investment Planning Dept., Investment Administration Dept.	
Atsuko Ochiai (Director, Managing Executive Officer)	Legal Dept., Compliance Control Dept.	
Yoshitaka Okumura (Senior Managing Executive Officer)	Wholesale Management Dept., Corporate Solution Business Promotion Dept., Corporate Relations Dept. No.5, and No.6	Chief General Manager, Corporate Relations
Kyoichi Saito (Managing Executive Officer)	Internal Audit Dept.	
Kazuyuki Shigemoto (Managing Executive Officer)	Fixed Income Investment Dept., Equity Investment Dept., Alternative Investment Dept., Responsible Investment Dept.	Chief General Manager, Investment
Kyoichi Haida (Managing Executive Officer)	Business Process Planning Dept., Customer Success Dept., Contact Center Control Dept.	
Mitsuhiro Uehara (Managing Executive Officer)	Metropolitan Sales Management Dept., Metropolitan Corporate Relations Dept. No.1, No.2, No.3, and No.4, Kanagawa Sales Bureau (Metropolitan Corporate Relations Dept. No.1, No.2, and No.3, jointly in charge with Mr. Nishiyama)	Chief General Manager, Metropolitan Market
Takahito Shibuya (Managing Executive Officer)	Kansai Sales Management Dept., Corporate Relations Dept.Kansai, Kansai Corporate Relations Dept.	Chief General Manager, Kansai Market
Koichi Nishiyama (Managing Executive Officer)	Dispersed Sector Relations Dept., Public Sector Relations Dept., Metropolitan Corporate Relations Dept. No.1, No.2, and No.3	
Miki Kashizaki (Managing Executive Officer)	Corporate Relations Dept. No.1, No.2, No.3, and No.4	

Name and Title	Responsibilities	Delegation, etc.
Makoto Goda (Managing Executive Officer)	Protection Business Dept., Group Life Insurance Business Dept.	
Ken Mikami (Managing Executive Officer)	West Japan Sales Management Dept., Chugoku/Shikoku Corporate Relations Dept.	Chief General Manager, Chugoku and Shikoku Market
Kazuhiro Osawa (Managing Executive Officer)	East Japan Sales Management Dept., East Japan Corporate Relations Dept.	Chief General Manager, Eastern Market
Hideyuki Ohashi (Managing Executive Officer)	Risk Management Dept., Credit Dept.	
Jun Kuroda (Managing Executive Officer)	IT Planning Dept. (except for Matters regarding Data Management Div., and Data Analytics Div.), Digital Transformation Dept.	
Yasuyuki Watanabe (Managing Executive Officer)	Retirement, Savings and Asset Succession Business Dept., Group Pension Business Dept., Group Pension Service Dept., Separate Account Management Dept. (except for Matters regarding Separate Account Investment Office), Defined Contribution Pension and Investment Trust Promotion Dept.	
Masaki Eto (Managing Executive Officer)	West Japan Sales Management Dept., Kyushu/Okinawa Corporate Relations Dept. (West Japan Sales Management Dept., jointly in charge with Mr. Mikami)	Chief General Manager, Kyushu and Okinawa Market
Masahito Suyama (Executive Officer)		General Manager, Okayama Branch Office
Makoto Hishida (Executive Officer)	Corporate Service Dept.	
Yuichiro Abe (Executive Officer)	International Subsidiary Management Dept.	
Kazuhiro Katayama (Executive Officer)		General Manager, Osaka-Kita Branch Office
Tetsunori Kanou (Executive Officer)		General Manager, Sapporo Branch Office
Katsufumi Kubo (Executive Officer)	Agency Management Dept., Financial Institution Relations Dept.	
Sanae Iguchi (Executive Officer)	Underwriting and Medical Dept., Policy Service Dept., Claims Dept.	

Name and Title	Responsibilities	Delegation, etc.
Koichiro Yoshida (Executive Officer)	Human Resources Dept., Sales Personnel Dept.	
Jun Miyamoto (Executive Officer)	Corporate Planning Dept. (except for Matters regarding Internal Communication Div.), Actuarial Dept., Profit Management Dept.	
Katsushi Makiuchi (Executive Officer)	Real Estate Investment Dept., Corporate and Structured Finance Dept.	
Figen Ulgen (Executive Officer)	IT Planning Dept. (Matters regarding Data Management Div., and Data Analytics Div.)	
Teruyuki Nishimura (Executive Officer)	East Japan Sales Management Dept., Hokkaido/Tohoku Corporate Relations Dept. (East Japan Sales Management Dept., jointly in charge with Mr. Osawa)	Chief General Manager, Hokkaido and Tohoku Market
Reiko Abe (Executive Officer)		General Manager, Metropolitan Consulting Sales Office
Kentaro Tanaka (Executive Officer)	Chubu Sales Management Dept., Chubu Corporate Relations Dept.	Chief General Manager, Chubu Market

Note: 1. Executive Officers are in charge of parts of branch office's business in accordance with their responsibilities.

2. Mr. Shibuya, Chief General Manager of Kansai Market, concurrently serves as General Manager of Kansai Operations Bureau.

3. Mr. Tanaka, Chief General Manager of Chubu Market, concurrently serves as General Manager of Chubu Operations Bureau.

Reasons for appointment

Name	Reasons
Kohei Kai	He has led the development and execution of corporate banking, M&A, and growth strategies in Japan and overseas for a Japanese financial institution and the Japanese subsidiary of a global operating company. He then worked for the Japanese subsidiary of a global life insurance company, where he achieved significant business development through sales organization reform, productivity improvement including IT/digital utilization, hiring and training of human resources, and promotion of diversity of human resources. Since joining Dai-ichi Life Holdings, Inc., he has been appropriately performing his duties as in charge of corporate planning, including organizational restructuring and upgrading of the matrix management system to realize the medium-term management plan, and therefore proposes him as a candidate for director.

Biographies of Newly Appointed Director

Name	Kohei Kai	
Date of Birth	November 5, 1971	
Education	March 1994	Graduated from Waseda University, School of Political Science and Economics
Career History	April 1994	Joined The Industrial Bank of Japan, Limited (Currently Mizuho Bank, Ltd.)
	May 2008	Joined GE Financial Service Co, Ltd. (later GE Capital Japan)
	March 2014	Executive Vice President and Chief Marketing Officer, GE Capital Japan
	April 2016	Joined MetLife Insurance K.K. Executive Officer and Vice President, Sales Division Head, Career Agency
	June 2017	Executive Officer and Senior Vice President, Head of Agency, MetLife Insurance K.K.
	May 2021	Executive Officer, Chief Sales Officer, MetLife Insurance K.K.
	May 2022	Statutory Executive Officer, Chief Distribution Officer, MetLife Insurance K.K
	October 2024	Senior Managing Executive Officer, Dai-ichi Life Holdings, Inc.

Reasons for appointment

Name	Reasons
Katsushi Makiuchi	He has been mainly engaged in the asset management (real estate) field. He has been promoting his business based on the trust of major institutional investors and other stakeholders in the private REIT business, where he has extensive business experience. Currently, as a Representative Director, President of Dai-ichi Life Realty Asset Management Co., Ltd., he is leading various projects in our group's real estate business, such as the launch of a private REIT that invests in a wide range of sectors, including rental housing, logistics and commercial facilities, and has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.
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 Dai-ichi Life Holdings, Inc., 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.
Teruyuki Nishimura	He has been mainly engaged in the retail sector. In the same field, he has promoted the planning and development of educational programs for the nationwide the channel of Total Life Plan Designers in Sales Training Dept. and Total Life Planning and Sales Training Dept. and contributed to improving the individual capability of the channel of Total Life Plan Designers. Currently, as General Manager of West Japan Sales Management Dept., he provides management guidance to the branches under his control through his extensive experience, leads the education of the channel of Total Life Plan Designers, and has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.

Name	Reasons
Reiko Abe	She has been mainly engaged in the retail sector. In the same field, she has promoted sales in the Metropolitan, Chubu, Sapporo, and other regions in Japan, and has contributed to increasing the value of sales revenue through educational support for the channel of Total Life Plan Designers, as well as to improving the individual capability of the channel of Total Life Plan Designers. Currently, as General Manager of Workplace Sales Force Promotion Dept, leads business management, business expansion, and training of consulting channels through her rich experience, and has the knowledge and experience to execute her duties as an executive officer of the Company accurately, fairly, and efficiently.
Kentaro Tanaka	He has been mainly engaged in the retail sector. In Retail Management Dept. and Marketing Strategy Dept, he contributed to the management of the departments by promoting initiatives such as the formulation of domestic sales strategies and product structure reforms in view of the changing environment oriented toward multi-brand and multi-channel, and by executing strategies to achieve the value of sales revenue target. Currently, as General Manager of Retail Management Dept., he promotes projects aimed at Quality Improvement and leads the sales administration to return insurance sales to the pre- COVID-19 level and has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.

Biographies of Newly Appointed Executive Officers

Name	Katsushi Makiuchi	
Date of Birth	May 23, 1967	
Education	March 1991	Graduated from Wakayama University, Faculty of Economics
Career History	April 1991	Joined The Dai-ichi Mutual Life Insurance Company
	April 2012	Deputy General Manager, Real Estate Investment Dept., The Dai-ichi Life Insurance Company, Limited
	April 2015	General Manager Status, JAPAN EXCELLENT ASSET MANAGEMENT CO., LTD.
	April 2019	General Manager, Asset Management Business Unit, Dai-ichi Life Holdings, Inc.
	July 2019	Representative Director, President, Dai-ichi Life Realty Asset Management Co., Ltd.
	April 2024	Representative Director, President, Dai-ichi Life Realty Asset Management Co., Ltd. (Executive Officer Status, Dai-ichi Life Holdings, Inc.)

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, 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	Teruyuki Nishimura	
Date of Birth	January 28, 1969	
Education	March 1992	Graduated from Kwansei Gakuin University, Faculty of Law
Career History	April 1992	Joined The Dai-ichi Mutual Life Insurance Company
	April 2013	Deputy General Manager, Sales Training Dept., The Dai-ichi Life Insurance Company, Limited*
	April 2014	General Manager, Nagoya Nishi Sales Branch Office
	April 2016	General Manager, Kawagoe Branch Office
	October 2016	General Manager, Kawagoe Branch Office, The Dai-ichi Life Insurance Company, Limited*
	April 2019	General Manager, Nagoya Higashi Branch Office
	April 2021	General Manager, Total Life Planning and Sales Training Dept.
	April 2023	General Manager, West Japan Sales Management Dept.

* Due to the shift to a holding company structure on October 1, 2016, The Dai-ichi Life Insurance Company, Limited until September 30, 2016 and that from October 1, 2016 are different companies

Name	Reiko Abe	
Date of Birth	April 3, 1970	
Education	March 1993	Graduated from Aoyama Gakuin University, College of Literature
Career History	April 1993	Joined The Dai-ichi Mutual Life Insurance Company
	April 2017	General Manager, Sapporo Consulting Sales Office, The Dai-ichi Life Insurance Company, Limited
	April 2020	General Manager, Nagoya Consulting Sales Office
	April 2023	General Manager, Workplace Sales Force Promotion Dept.

Name	Kentaro Tanaka	
Date of Birth	November 1, 1974	
Education	March 1997	Graduated from Nagoya University, Faculty of Economics
Career History	April 1997	Joined The Dai-ichi Mutual Life Insurance Company
	April 2018	Deputy General Manager, Retail Management Dept., The Dai-ichi Life Insurance Company, Limited
	April 2019	Deputy General Manager, Marketing Strategy Dept.
	April 2020	General Manager, Marketing Strategy Dept.
	April 2023	General Manager, Retail Management Dept.