# (Unofficial Translation)
# Consolidated Summary Report under Japanese GAAP
# for the Nine Months Ended December 31, 2024

February 14, 2025

Company Name: Dai-ichi Life Holdings, Inc.
Stock exchange listings: Tokyo
Code Number: 8750
URL: https://www.dai-ichi-life-hd.com/
Representative: Tetsuya Kikuta, President, Representative Director
For inquiry: Yoichi Sawada, General Manager, Investor Relations Group, Corporate Planning Unit
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Dividend payment date: -
Supplementary information for quarterly financial statements: Available
Explanatory meeting to be held: Yes (for institutional investors and analysts)

(Amounts of less than one million yen are truncated.)

## 1. Consolidated Financial Data for the Nine Months Ended December 31, 2024

(1) Consolidated results of operations

(% represents the change from the same period in the previous fiscal year)

| | Ordinary Revenues | | Ordinary Profit | | Net Income attributable to shareholders of parent company | |
|---|---|---|---|---|---|---|
| Nine Months Ended | million yen | % | million yen | % | million yen | % |
| December 31, 2024 | 7,839,714 | 0.9 | 557,648 | 49.1 | 353,711 | 62.3 |
| December 31, 2023 | 7,767,381 | (1.2) | 373,926 | 19.8 | 217,945 | 42.1 |

Note. Comprehensive income (loss) for the nine months ended December 31, 2024 and 2023 were 269,873 million yen and 457,925 million yen, respectively.

| | Net Income per Share | Diluted Net Income per Share |
|---|---|---|
| Nine Months Ended | yen | yen |
| December 31, 2024 | 381.01 | 380.95 |
| December 31, 2023 | 222.18 | 222.12 |

(2) Consolidated financial condition

| | Total Assets | Total Net Assets | Ratio of Net Assets Attributable to the Company's Shareholders to Total Assets |
|---|---|---|---|
| As of | million yen | million yen | % |
| December 31, 2024 | 68,540,440 | 3,887,672 | 5.7 |
| March 31, 2024 | 67,540,309 | 3,882,157 | 5.7 |

(Reference) Net assets attributable to the Company's shareholders as of December 31, 2024 and March 31, 2024 were 3,887,414 million yen and 3,881,854 million yen, respectively.

## 2. Dividends on Common Stock

| | Dividends per share | | | | |
|---|---|---|---|---|---|
| | 1st quarter-end | 2nd quarter-end | 3rd quarter-end | Fiscal year-end | Annual |
| Fiscal Year Ended | yen | yen | yen | yen | yen |
| March 31, 2024 | - | 0.00 | - | 113.00 | 113.00 |
| March 31, 2025 | - | 61.00 | - | | |
| March 31, 2025 (Forecast) | | | | 72.00 | 133.00 |

Note. Revision of dividend forecasts on the presentation date of this consolidated summary report: Yes
For details of the revision of dividend forecast, please refer to Revision of Consolidated Earnings and Dividend Forecast for the Fiscal Year Ending March 31, 2025 disclosed on February 14, 2025.

## 3. Consolidated Earnings Forecasts for the Fiscal Year ending March 31, 2025

(% represents the change from the previous fiscal year)

| | Ordinary Revenues | | Ordinary Profit | | Net Income attributable to shareholders of parent company | | Net Income per Share |
|---|---|---|---|---|---|---|---|
| Fiscal Year Ending | million yen | % | million yen | % | million yen | % | yen |
| March 31, 2025 | 10,192,000 | (7.6) | 688,000 | 27.6 | 385,000 | 20.0 | 418.36 |

Note. Revision of earnings forecasts on the presentation date of this consolidated summary report: Yes
For details of the revision of consolidated earnings forecast, please refer to Revision of Consolidated Earnings and Dividend Forecast for the Fiscal Year Ending March 31, 2025 disclosed on February 14, 2025.
"Net income per share" is presented in the Consolidated Earnings Forecasts for the Fiscal Year ending March 31, 2025, factoring in the status of total shares outstanding and the Company's own shares as of December 31, 2024.

*** Notes**

(1) Significant changes in the scope of consolidation during the period: Yes

Newly added to the scope of consolidation: Benefit One Inc. and nine subsidiaries, DL - Canyon Investments LLC

Newly excluded from the scope of consolidation: ipet Holdings, Inc.

(2) Adoption of unique accounting methods applied only to quarterly consolidated financial statements: Yes

For details, please refer to (3) Notes to the Quarterly Consolidated Financial Statements in the Appendix.

(3) Changes in accounting policies, accounting estimates and correction of past errors:

(A) Changes in accounting policies due to revision of accounting standards: No

(B) Changes in accounting policies due to reasons other than item (A) above: No

(C) Changes in accounting estimates: No

(D) Correction of past errors: No

(4) Number of shares outstanding (common stock)

| | As of December 31, 2024 | As of March 31, 2024 |
|---|---|---|
| (A) Total shares outstanding including treasury stock: | 952,743,300 | 952,672,300 |
| (B) Shares of treasury stock held: | 32,486,154 | 7,500,154 |

| | Nine months ended December 31, 2024 | Nine months ended December 31, 2023 |
|---|---|---|
| (C) Average outstanding shares: | 928,352,358 | 980,953,067 |

Note. The number of treasury stocks includes the shares of the Company (4,225,800 shares as of December 31, 2024 and 3,807,100 shares as of March 31, 2024) held by the Stock Granting Trust (J-ESOP trust).

*Review of the Japanese-language originals of the attached consolidated quarterly financial statements by CPAs or Audit firms: Yes (voluntary)

*Notes for using earnings forecast in this report and others:

This report contains forward-looking statements, such as earnings forecasts, regarding the intent, beliefs and current expectations of the Company and its management with respect to the expected financial condition and results of operations of the Company. These statements necessarily depend upon information currently available to the Company and its management and on assumptions that the Company and its management believe are appropriate. Forward-looking statements are not guarantees of future performance and actual results may differ materially from any future results expressed or implied by forward-looking statements. Forward-looking statements are subject to various risks and uncertainties, such as fluctuations in market conditions, including changes in the value of equity securities and changes in interest rates and forward exchange rates, the occurrence of illegal acts, operational and system risks, risks associated with general economic conditions in Japan and other factors. Important factors which may affect the Company's financial condition, results of operations and business performance are not limited to the factors described above. In light of the risks and uncertainties relating to forward-looking statements, investors are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date of this report.

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The Company plans to hold a conference call for institutional investors and analysts regarding its financial results for the nine months ended December 31, 2024 on February 14, 2025. The material for the conference call will be posted on TDnet and the Company's website.

1. Consolidated Results of Operations

During the nine months ended December 31, 2024, the global economy continued to recover moderately thanks to a slowdown in the inflation rate. In financial markets, stock prices rose due to the heightened expectations for generative AI. The dollar strengthened against the yen toward the end of the period as a result of increased upward pressure on U.S. interest rates which caused by the strength of the U.S. economy and the results of the presidential election.

The economy of Japan continued to recover slowly due to the recovery in inbound consumption due to an increase in foreign visitors to Japan, the increase in capital investment due to growing demand for decarbonization and digitalization, and the gradual recovery in exports. Meanwhile, personal consumption was generally sluggish due to high cost of living.

Under these circumstances, the results for the third quarter were as follows.

(1) Results of Operations for the Nine Months Ended December 31, 2024

Ordinary revenues of Dai-ichi Life Holdings, Inc. (hereinafter the "Company" or the "Parent Company") and its consolidated subsidiaries (collectively, the "Group") for the nine months ended December 31, 2024 increased by 72.3 billion yen, or 0.9%, to 7,839.7 billion yen, consisting of (1) 5,106.5 billion yen (10.5% decrease) of premium and other income, (2) 2,309.9 billion yen (28.1% increase) of investment income, and (3) 423.2 billion yen (62.8% increase) of other ordinary revenues, compared to the nine months ended December 31, 2023. Ordinary revenues increased due mainly to the increase in investment income at The Dai-ichi Life Insurance Company, Limited, and Protective Life Corporation.

Meanwhile, the Group's ordinary expenses for the nine months ended December 31, 2024 decreased by 1.5%, to 7,282.0 billion yen, consisting of (1) 4,795.6 billion yen (3.8% decrease) of benefits and claims, (2) 978.5 billion yen (15.6% decrease) of provision for policy reserves and others, (3) 530.7 billion yen (49.4% increase) of investment expenses, (4) 725.3 billion yen (10.7% increase) of operating expenses, and (5) 251.7 billion yen (6.8% increase) of other ordinary expenses, compared to the nine months ended December 31, 2023. Ordinary expenses decreased due mainly to the decrease in provision for policy reserves and others at The Dai-ichi Frontier Life Insurance Co., Ltd.

Consequently, the Group's ordinary profit for the nine months ended December 31, 2024, compared to the nine months ended December 31, 2023, increased by 183.7 billion yen or 49.1%, to 557.6 billion yen. Its net income attributable to shareholders of parent company for the nine months, which is ordinary profit after extraordinary gains and losses, provision for reserve for policyholder dividends, and total of corporate income taxes, increased by 62.3%, to 353.7 billion yen.

(2) Financial Condition as of December 31, 2024

The Group's total assets as of December 31, 2024, compared to March 31, 2024, increased by 1.5%, to 68,540.4 billion yen, mainly consisting of 52,932.5 billion yen (2.2% increase) of securities, 4,947.8 billion yen (4.8% increase) of loans, 1,211.5 billion yen (1.1% decrease) of tangible fixed assets, and 1,921.7 billion yen (3.7% increase) of reinsurance receivable.

The Group's total liabilities as of December 31, 2024 increased by 1.6% to 64,652.7 billion yen, mainly consisting of 58,242.3 billion yen (1.9% increase) of policy reserves and others, compared to March 31, 2024.

The Group's total net assets as of December 31, 2024 increased by 0.1% to 3,887.6 billion yen. Net unrealized gains on securities, net of tax, as of December 31, 2024, which are included in the Group's total net assets, decreased by 1.9% to 1,700.7 billion yen.

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheet

(Unit: million yen)

| | As of March 31, 2024 | As of December 31, 2024 |
|---|---|---|
| ASSETS | | |
| Cash and deposits | 2,064,416 | 1,635,023 |
| Call loans | 719,300 | 559,100 |
| Receivables under resale agreements | 58,136 | 29,154 |
| Monetary claims bought | 226,450 | 214,779 |
| Money held in trust | 888,720 | 859,395 |
| Securities | 51,781,703 | 52,932,560 |
| Loans | 4,719,209 | 4,947,873 |
| Tangible fixed assets | 1,224,456 | 1,211,564 |
| Intangible fixed assets | 708,383 | 979,354 |
| Reinsurance receivable | 1,853,137 | 1,921,765 |
| Other assets | 3,124,314 | 3,123,386 |
| Deferred tax assets | 178,914 | 133,431 |
| Customers' liabilities for acceptances and guarantees | 16,417 | 11,195 |
| Reserve for possible loan losses | (22,803) | (17,162) |
| Reserve for possible investment losses | (448) | (982) |
| Total assets | 67,540,309 | 68,540,440 |
| LIABILITIES | | |
| Policy reserves and others | 57,152,350 | 58,242,314 |
| Reserves for outstanding claims | 1,460,832 | 1,448,340 |
| Policy reserves | 55,268,875 | 56,378,250 |
| Reserve for policyholder dividends | 422,642 | 415,723 |
| Reinsurance payable | 476,386 | 299,675 |
| Short-term bonds payable | 53,088 | 48,467 |
| Bonds payable | 922,198 | 812,056 |
| Other liabilities | 4,171,547 | 4,421,716 |
| Payables under repurchase agreements | 1,360,914 | 1,655,884 |
| Other liabilities | 2,810,632 | 2,765,832 |
| Net defined benefit liabilities | 212,173 | 211,125 |
| Reserve for retirement benefits of directors, executive officers and corporate auditors | 674 | 607 |
| Reserve for possible reimbursement of prescribed claims | 1,000 | 682 |
| Reserves under the special laws | 324,391 | 337,895 |
| Reserve for price fluctuations | 324,391 | 337,895 |
| Deferred tax liabilities | 258,858 | 199,098 |
| Deferred tax liabilities for land revaluation | 69,064 | 67,931 |
| Acceptances and guarantees | 16,417 | 11,195 |
| Total liabilities | 63,658,152 | 64,652,768 |

(Unit: million yen)

| | As of March 31, 2024 | As of December 31, 2024 |
|---|---|---|
| NET ASSETS | | |
| Capital stock | 344,205 | 344,349 |
| Capital surplus | 330,538 | 330,681 |
| Retained earnings | 1,214,608 | 1,383,851 |
| Treasury stock | (17,258) | (118,828) |
| Total shareholders' equity | 1,872,093 | 1,940,053 |
| Net unrealized gains (losses) on securities, net of tax | 1,733,897 | 1,700,727 |
| Deferred hedge gains (losses) | (101,756) | (140,940) |
| Reserve for land revaluation | 28,223 | 49,661 |
| Foreign currency translation adjustments | 247,433 | 252,320 |
| Accumulated remeasurements of defined benefit plans | 117,420 | 103,539 |
| Net unrealized gains (losses) on total policy reserves and other reserves of foreign subsidiaries, net of tax | (15,457) | (17,947) |
| Total accumulated other comprehensive income | 2,009,761 | 1,947,360 |
| Subscription rights to shares | 302 | 257 |
| Total net assets | 3,882,157 | 3,887,672 |
| Total liabilities and net assets | 67,540,309 | 68,540,440 |

(2) Quarterly Consolidated Statement of Earnings and Comprehensive Income

[Quarterly Consolidated Statement of Earnings]

(Unit: million yen)

| | Nine months ended December 31, 2023 | Nine months ended December 31, 2024 |
|---|---|---|
| ORDINARY REVENUES | 7,767,381 | 7,839,714 |
| Premium and other income | 5,704,410 | 5,106,519 |
| Investment income | 1,802,942 | 2,309,989 |
| Interest and dividends | 1,067,588 | 1,119,168 |
| Gains on money held in trust | 8,681 | 20,260 |
| Gains on investments in trading securities | 59,547 | 466,759 |
| Gains on sale of securities | 312,280 | 486,499 |
| Gains on redemption of securities | 5,914 | 15,716 |
| Foreign exchange gains | 237,158 | 157,294 |
| Reversal of reserve for possible loan losses | - | 5,883 |
| Other investment income | 3,415 | 2,986 |
| Gains on investments in separate accounts | 108,356 | 35,420 |
| Other ordinary revenues | 260,027 | 423,205 |
| ORDINARY EXPENSES | 7,393,454 | 7,282,065 |
| Benefits and claims | 4,987,397 | 4,795,687 |
| Claims | 1,407,067 | 1,454,347 |
| Annuities | 803,849 | 761,355 |
| Benefits | 496,467 | 537,573 |
| Surrender values | 1,213,362 | 1,250,276 |
| Other refunds | 1,066,650 | 792,134 |
| Provision for policy reserves and others | 1,160,107 | 978,563 |
| Provision for reserves for outstanding claims | 27,359 | - |
| Provision for policy reserves | 1,126,407 | 972,211 |
| Provision for interest on policyholder dividends | 6,340 | 6,351 |
| Investment expenses | 355,273 | 530,730 |
| Interest expenses | 30,764 | 34,434 |
| Losses on sale of securities | 217,262 | 356,386 |
| Losses on valuation of securities | 6,616 | 2,790 |
| Losses on redemption of securities | 3,122 | 7,038 |
| Derivative transaction losses | 23,964 | 59,057 |
| Provision for reserve for possible loan losses | 6,094 | - |
| Provision for reserve for possible investment losses | 81 | 656 |
| Write-down of loans | 3,873 | 5,123 |
| Depreciation of real estate for rent and others | 10,945 | 10,745 |
| Other investment expenses | 52,548 | 54,498 |
| Operating expenses | 655,090 | 725,369 |
| Other ordinary expenses | 235,585 | 251,714 |
| Ordinary profit | 373,926 | 557,648 |

(Unit: million yen)

| | Nine months ended December 31, 2023 | Nine months ended December 31, 2024 |
|---|---|---|
| EXTRAORDINARY GAINS | 656 | 18,361 |
| Gains on disposal of fixed assets | 555 | 18,242 |
| Other extraordinary gains | 100 | 119 |
| EXTRAORDINARY LOSSES | 15,457 | 36,094 |
| Losses on disposal of fixed assets | 693 | 20,344 |
| Impairment losses on fixed assets | 1,072 | 1,371 |
| Provision for reserve for price fluctuations | 13,501 | 13,503 |
| Other extraordinary losses | 188 | 873 |
| Provision for reserve for policyholder dividends | 63,859 | 61,968 |
| Income before income taxes | 295,266 | 477,948 |
| Corporate income taxes-current | 82,939 | 119,392 |
| Corporate income taxes-deferred | (5,633) | 4,845 |
| Total of corporate income taxes | 77,306 | 124,237 |
| Net income | 217,959 | 353,711 |
| Net income attributable to non-controlling interests | 14 | - |
| Net income attributable to shareholders of parent company | 217,945 | 353,711 |

[Quarterly Consolidated Statement of Comprehensive Income]

(Unit: million yen)

| | Nine months ended December 31, 2023 | Nine months ended Decembert 31, 2024 |
|---|---|---|
| Net income | 217,945 | 353,711 |
| Other comprehensive income | | |
| Net unrealized gains (losses) on securities, net of tax | 134,667 | (35,812) |
| Deferred hedge gains (losses) | (35,465) | (40,243) |
| Foreign currency translation adjustments | 152,385 | 2,590 |
| Remeasurements of defined benefit plans, net of tax | (4,581) | (13,883) |
| Net unrealized gains (losses) on total policy reserves and other reserves of foreign subsidiaries, net of tax | (10,453) | (2,489) |
| Share of other comprehensive income of subsidiaries and affiliates accounted for under the equity method | 3,413 | 6,000 |
| Total other comprehensive income | 239,966 | (83,837) |
| Comprehensive income | 457,925 | 269,873 |
| (Details) | | |
| Attributable to shareholders of parent company | 457,911 | 269,873 |
| Attributable to non-controlling interests | 14 | - |

(3) Notes to the Quarterly Consolidated Financial Statements

The Company's quarterly consolidated financial statements are prepared in accordance with Article 4, Paragraph 1 of the Accounting Standards for Preparation of Quarterly Financial Statements of Tokyo Stock Exchange, Inc. and accounting standards for quarterly financial statements generally accepted in Japan, however, the omission of certain notes specified in Article 4, Paragraph 2 of the Accounting Standards for Preparation of Quarterly Financial Statements is applied.

(Notes on Going-Concern Assumptions)

None

(Notes for Material Changes in Shareholders' Equity)

As the Company has been engaged in the purchase of its shares in accordance with the resolution made at the meeting of its board of directors held on March 29, 2024, under the provision of Article 156 of the Companies Act of Japan, as applied pursuant to Article 165, Paragraph 3 of the same, treasury stock increased by ¥99,999 million for the nine months ended December 31, 2024.

As a result, the amount of retained earnings and treasury stock was ¥1,383,851 million and ¥118,828 million as of December 31, 2024, respectively.

(Adoption of Unique Accounting Methods Applied Only to Quarterly Consolidated Financial Statements)

(i) Calculation of Tax

Income taxes of certain consolidated subsidiaries of the Company are calculated by applying a reasonably estimated effective tax rate for the full fiscal year to income before income taxes for the nine months ended December 31, 2024. The effective tax rate is determined by estimating the effective tax rate for the full fiscal year, which includes the nine months ended December 31, 2024, after taking into account the effect of deferred tax accounting.

(Notes on Segment Information)

Information on ordinary revenues, and income or loss by reportable segment

For the nine months ended December 31, 2023

(Unit: million yen)

| | Reportable segment | | | | Adjustments (Note 2) | Amount on quarterly consolidated statement of earnings (Note 3) |
|---|---|---|---|---|---|---|
| | Domestic Insurance Business | Overseas Insurance Business | Other Business | Total | | |
| Ordinary revenues(Note 1) | 6,148,293 | 2,222,468 | 8,644 | 8,379,405 | (612,024) | 7,767,381 |
| Intersegment transfers | 179,442 | 43,113 | 207,334 | 429,889 | (429,889) | - |
| Total | 6,327,735 | 2,265,582 | 215,978 | 8,809,295 | (1,041,914) | 7,767,381 |
| Segment income (loss) | 287,214 | 83,343 | 196,286 | 566,844 | (192,917) | 373,926 |

Note: 1. Ordinary revenues, instead of sales, are presented here.

2. Adjusted amounts were as follows.

(1) Adjustment for ordinary revenues of ¥(612,024) million was mainly related to ordinary revenues including other ordinary revenues of ¥484,904 million and derivative transaction gains of ¥45,864 million reconciled to provision for policy reserves and derivative transaction losses in the Quarterly Consolidated Statement of Earnings.

(2) Adjustment for segment income (loss) of ¥(192,917) million was mainly related to elimination of dividend income from subsidiaries and affiliated companies.

3. Segment income (loss) is reconciled with ordinary profit booked in the Quarterly Consolidated Statement of Earnings.

Information on ordinary revenues, and income or loss by reportable segment

For the nine months ended December 31, 2024

(Unit: million yen)

| | Reportable segment | | | | Adjustments (Note 2) | Amount on quarterly consolidated statement of earnings (Note 3) |
|---|---|---|---|---|---|---|
| | Domestic Insurance Business | Overseas Insurance Business | Other Business | Total | | |
| Ordinary revenues(Note 1) | 5,649,439 | 2,646,543 | 29,729 | 8,325,712 | (485,998) | 7,839,714 |
| Intersegment transfers | 300,433 | 37,200 | 257,678 | 595,312 | (595,312) | - |
| Total | 5,949,873 | 2,683,743 | 287,408 | 8,921,025 | (1,081,310) | 7,839,714 |
| Segment income (loss) | 444,679 | 131,699 | 223,513 | 799,891 | (242,242) | 557,648 |

Note: 1. Ordinary revenues, instead of sales, are presented here.

2. Adjusted amounts were as follows.

(1) Adjustment for ordinary revenues of ¥(485,998) million was mainly related to ordinary revenues including other ordinary revenues of ¥476,175 million and ordinary expenses including foreign exchange losses of ¥22,269 million reconciled to provision for policy reserves and foreign exchange gains in the Quarterly Consolidated Statement of Earnings.

(2) Adjustment for segment income (loss) of ¥(242,242) million was mainly related to elimination of dividend income from subsidiaries and affiliated companies.

3. Segment income (loss) is reconciled with ordinary profit booked in the Quarterly Consolidated Statement of Earnings.

(Notes on Quarterly Consolidated Statement of Cash Flows)

Quarterly Consolidated Statement of Cash Flows for the nine months ended December 2024 is omitted. Depreciation of real estate for rent and others, depreciation (including depreciation of intangible fixed assets other than goodwill), and amortization of goodwill are as follows.

(Unit: million yen)

| | Nine months ended December 31, 2023 | Nine months ended December 31, 2024 |
|---|---|---|
| Depreciation of real estate for rent and others | 10,945 | 10,745 |
| Depreciation | 57,303 | 66,263 |
| Amortization of goodwill | 7,306 | 17,285 |

(Notes on Significant Subsequent Event)

On November 13, 2024, the Dai-ichi Life insurance Company, Limited (“DL”)'s Board of Directors approved the resolution to implement a “Second Career Special Support Framework” for employees who are enrolled in DL or seconded from DL to companies inside and outside the Group.

(1) Purpose and background

To achieve the Group’s 2030 vision to further evolve the business into the insurance-related service business and further improve capital efficiency, in the medium-term management plan that started in FY 2024, we are working to transform our business model in domestic businesses, expand overseas businesses, develop new fields of businesses in the non-insurance domain, and drive DX to improve productivity. Through the Second Career Special Support Framework, we will further accelerate the transformation and promote the diversification of human resources and the improve their skills. In light of changes in people’s values related to work styles and lifestyles as we enter the age of 100 years of life, we believe that there is a growing need for companies to provide a framework that enables employees to choose their careers more flexibly.

Based on this recognition, we decided to introduce this framework to support employees to actively acquire new knowledge and skills and play an active role within the Group, while for those who have achieved a certain level of career to provide a comprehensive support to help them choose a second career where they can utilize their acquired knowledge and skills outside the Group.

(2) Overview of the Second Career Special Support Framework

| | |
|---|---|
| Eligibility | Employees who are 50 years of age or above and have been with DL for 15 years or more and are enrolled in DL or seconded from DL to companies inside and outside the Group (excluding employees including sales representatives) |
| Retirement Date | March 31, 2025 |
| Numbers of applicants | Approximately 1,000 |
| Application Period | From January 20, 2025 to January 31, 2025 |
| Preferential terms | ・The second career special support allowance will be added to the regular retirement allowance(up to 48 months of monthly base salary)<br>・Re-employment support for employees who retire using this framework |

(3) Applicants

Total number of applicants was 1,830.

(4) Impact on financial results

The Company expects the expenses of approximately ¥29,000 million for second career special support allowance and re-employment support for employees who retire using this framework. These expenses will be recorded as extraordinary loss in the fourth quarter of the fiscal year ended March 31, 2025.