

[Unofficial Translation]

March 8, 2024

Development of the Dai-ichi Life Group Diversity, Equity & Inclusion Statement -Creating further value by leveraging the individuality of each employee-

Dai-ichi Life Holdings, Inc. (the “Company”; President and CEO: Tetsuya Kikuta) promote diversity, equity, and inclusion (DE&I). This is to realize sustainable growth of the Group by meeting various needs of our customers and society with our spirit of "By your side, for life" leveraging the individuality of each and every employee.

We are pleased to announce the development of our Diversity, Equity & Inclusion Statement, which expresses the Group's basic approach to DE&I. This statement conveys our aspirational commitment to building an organization that diverse employees takes on challenges of creating new value proactively in an environment where they respect each other and can work in their own way. We share the importance of DE&I in our group and will be communicating this statement to our employees with the CEO's message.

Based on this statement, we will continue to strongly promote DE&I to achieve group-wide growth and enhance corporate value, thereby contributing to the sustainable development of society.

The Dai-ichi Life Group Diversity, Equity & Inclusion Statement

At Dai-ichi Life Group, a diverse, equitable and inclusive environment opens
a world of opportunities for our people.

We hold a collective, aspirational commitment to creating an environment
where our people feel safe, respected, valued and heard at work cultivating a sense of belonging.
We believe inclusive teams with diverse backgrounds, experiences and thinking are essential in enabling
our people to innovate, grow and develop.

Advancing Diversity, Equity and Inclusion will help us realize our Group’s Brand Message
“By your side, for life” for our customers, partners and communities.

