



[Unofficial Translation]

February 14, 2024

Tetsuya Kikuta
Representative Director, President
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, 2024. Some of the information contained in the description are subject to approval by the authorities.

1. Changes of Titles (effective April 1, 2024)

New Title	Current title	Name
Representative Director, Senior Managing Executive Officer Group Head, International Life Insurance Business and Chief General Manager, Asia Pacific	Representative Director, Managing Executive Officer Chief General Manager, Asia Pacific	Hitoshi Yamaguchi
Director, Managing Executive Officer Chief Internal Audit Officer	Director, Managing Executive Officer	Hiroshi Shoji
Senior Managing Executive Officer	Managing Executive Officer	Mamoru Akashi
Senior Managing Executive Officer	Executive Officer Status	Brett Clark
Managing Executive Officer Group Head, Retirement, Savings and Asset Management Business	Managing Executive Officer	Takashi Iida
Managing Executive Officer Group Head, Protection Business (Japan)	Managing Executive Officer	Ken Yamaguchi
Executive Officer	Executive Officer General Manager, Corporate Service Unit	Makoto Hishida
Executive Officer Chief Financial Officer	Executive Officer Chief Financial Officer and General Manager, Financial Planning Unit	Taisuke Nishimura
Executive Officer Chief Human Resources Officer	Executive Officer	Yotaro Numata
Executive Officer Group Head, New Fields of Business	Executive Officer	Akifumi Kai
Executive Officer Status Representative Director, President, Vertex Investment Solutions Co., Ltd.	Executive Officer Status Director, Vice President, Vertex Investment Solutions Co., Ltd.	Motonobu Hoshino

2. Retiring Officers (effective March 31, 2024)

Current title	Name	Remarks
Senior Managing Executive Officer	Yuji Tokuoka	Yuji Tokuoka will be appointed as a Director, Chair of the Board of ipet Insurance Co., Ltd. on April 1, 2024.

Current title	Name	Remarks
Executive Officer Chief General Manager, North America	Koichi Nishiyama	Koichi Nishiyama will be appointed as a Managing Executive Officer of The Dai-ichi Life Insurance Co., Ltd. on April 1, 2024.
Managing Executive Officer Status	Junichiro Joyama	Junichiro Joyama will be appointed as a Representative Director, Vice President of THE DAI-ICHI BUILDING CO., LTD. on April 1, 2024.
Managing Executive Officer Status	Norimitsu Kawahara	Norimitsu Kawahara will be appointed as a Representative Director, Vice President of The Dai-ichi Life Research Institute INC. on April 1, 2024.
Executive Officer Status	Makoto Goda	Makoto Goda will be appointed as a Managing Executive Officer of The Dai-ichi Life Insurance Co., Ltd. on April 1, 2024.

3. New Appointment of Executive Officers (effective April 1, 2024)

New Title	Name
Managing Executive Officer Chief Customer Experience Officer (Japan)	Takako Kitahori
Executive Officer Chief General Manager, North America	Satoshi Takemoto
Executive Officer	Ken Niimura (*1)
Executive Officer	Takashi Uehara (*2)
Executive Officer	Isamu Ando (*3)
Executive Officer Status	Katsushi Makiuchi (*4)
Executive Officer Status	Masakatsu Mizukami (*5)
Executive Officer Status	Shinjiro Otsuki (*6)

*1 Ken Niimura continues to be a President, Chief Executive Officer of TOPAZ CAPITAL, INC.

*2 Takashi Uehara will be appointed as a Representative Director, President of The Neo First Life Insurance Company, Limited on April 1, 2024.

*3 Isamu Ando will be appointed as a Representative Director, President of The Dai-ichi Life Techno Cross Co., Ltd. on April 1, 2024 (to be renamed from The Dai-ichi Life Information Systems Co., Ltd. on the same date).

*4 Katsushi Makiuchi continues to be a Representative Director, President of Dai-ichi Life Realty Asset Management Co., Ltd.

*5 Masakatsu Mizukami will be appointed as a Representative Director, Senior Managing Executive Officer of The Dai-ichi Frontier Life Insurance Co., Ltd. on April 1, 2024.

*6 Shinjiro Otsuki will be appointed as a Representative Director, Senior Managing Executive Officer of The Neo First Life Insurance Company, Limited on April 1, 2024.

*Refer to pages 9 for the reasons for the new appointment and pages 11 for their biographies.

Directors and Executive Officers as of April 1, 2024

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

Title	Name
Executive Officer Chief Human Resources Officer	Yotaro Numata
Executive Officer Group Head, New Fields of Business	Akifumi Kai
Executive Officer Chief Compliance Officer	Webster Coates
Executive Officer Chief Communications Officer	Kyoko Wada
Executive Officer	Ken Niimura
Executive Officer	Takashi Uehara
Executive Officer	Isamu Ando

Responsibilities and Delegation of Employees Duties, etc. as of April 1, 2024

Name and Title	Responsibilities	Delegation, etc. (*)
Tetsuya Kikuta (Representative Director, President) 【Chief Executive Officer】		
Hitoshi Yamaguchi (Representative Director, Senior Managing Executive Officer) 【Group Head, International Life Insurance Business】	Assistant to President International Life Insurance Business Unit (matters regarding International Life Insurance Business in General and Asia Pacific Region), Matters regarding Nominations Advisory Committee and Remuneration Advisory Committee (jointly in charge with Mr. Hishida and Mr. Numata)	Chief General Manager, Asia Pacific
Hiroshi Shoji (Director, Managing Executive Officer) 【Chief Internal Audit Officer】	Internal Audit Unit	
Hidehiko Sogano (Director, Managing Executive Officer) 【Chief Sustainability Officer】	Sustainability Unit	
Stephen Barnham (Senior Managing Executive Officer) 【Chief Information Officer & Chief Digital Officer】	IT and Digital Unit	
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 TAL (concurrently serving as a Group CEO and Managing Director of this company)	
Takako Kitahori (Managing Executive Officer) 【Chief Customer Experience Officer (Japan)】	Customer Experience Unit	
Takashi Iida (Managing Executive Officer) 【Group Head, Retirement, Savings and Asset Management Business】	Retirement, Savings and Asset Management Business Unit (matters other than Real Estate Business)	
Ken Yamaguchi (Managing Executive Officer) 【Group Head, Protection Business (Japan)】	Protection Business Unit	

Name and Title	Responsibilities	Delegation, etc. (*)
Hideyuki Ohashi (Executive Officer) 【Chief Risk Officer】	Risk Management Unit	
Satoshi Takemoto (Executive Officer)	International Life Insurance Business Unit (matters regarding North American Region)	Chief General Manager, North America
Atsuko Yasuda (Executive Officer)	Matters regarding ipet Holdings, Inc. (concurrently serving as a Representative Director, President of this company)	
Makoto Hishida (Executive Officer)	Corporate Service Unit	
Yuichiro Abe (Executive Officer)	International Life Insurance Business Unit (matters regarding Asia Pacific Region, jointly in charge with Mr. Hitoshi Yamaguchi)	Deputy Chief General Manager, Asia Pacific
Shinichiro Kaneko (Executive Officer)	Retirement, Savings and Asset Management Business Unit (matters regarding Real Estate Business)	
Taisuke Nishimura (Executive Officer) 【Chief Financial Officer】	Financial Planning Unit, Accounting Unit, Actuarial Unit	
Yotaro Numata (Executive Officer) 【Chief Human Resources Officer】	Human Resources Unit, Matters regarding DE & I for the Group	
Akifumi Kai (Executive Officer) 【Group Head, New Fields of Business】	Corporate Planning Unit	
Webster Coates (Executive Officer) 【Chief Compliance Officer】	Legal and Compliance Unit	
Kyoko Wada (Executive Officer) 【Chief Communications Officer】	Corporate Communication Unit	
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)	

Note:

Group 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.

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

* To be renamed from The Dai-ichi Life Information Systems Co., Ltd. effective April 1, 2024.

Reasons for appointment

Name	Reasons
Takako Kitahori	She has been mainly engaged in the retail sector, the areas of planning management, and marketing strategy fields. She has led the development of new marketing skills and small-amount short-term insurance business, including domestic sales strategies and new business development. She has also experienced the central role of domestic sales strategy, such as leading the pioneering period of digital-related areas in The Dai-ichi Life Insurance Co., Ltd., developing agency business strategy, and promoting business expansion, and has the knowledge and experience to execute her duties as an executive officer of the Company accurately, fairly, and efficiently.
Satoshi Takemoto	He has been mainly engaged in asset management, international life insurance business, and compliance fields. In DLI NORTH AMERICA INC., he focused on the governance of Protective Life Corporation and the execution of acquisitions, both of which led to remarkable results. In the compliance field, he has also led the Quality Improvement, particularly in establishing a new compliance posture, and has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.
Ken Niimura	After gaining extensive experience at major Japanese financial institutions and foreign investment banks, he founded TOPAZ CAPITAL, INC., Japan's first private debt fund management company. As Representative Director, he has led the company's launch and growth. He has led TOPAZ CAPITAL, INC. to become a market-leading private debt fund management company with high management capabilities and high growth potential in the future. He has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.
Takashi Uehara	He has extensive experience in planning and business development at a major Japanese financial institution and was the CEO of a digital subsidiary of a megabank, where he led the company's growth by launching businesses and developing many businesses, especially in the financial domain. Most recently, he has been involved in new business launches, investment execution, and business portfolio restructuring and selection at a major non-life insurance company. He has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.
Isamu Ando	He has been mainly engaged in the IT fields in each of the group companies such as The Dai-ichi Life Insurance Co., Ltd., The Dai-ichi Frontier Life Insurance Co., Ltd., and The Dai-ichi Life Information Systems Co., Ltd. In The Dai-ichi Frontier Life Insurance Co., Ltd., he has been promoting medium- to long-term DX and other measures in the digital field, which is undergoing remarkable environmental changes. Currently, as a general manager of IT and Digital Planning Unit, he is leading the transformation of our group through strategic planning for IT and DX in the next mid-term business plan and management of the innovation fund. He has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.
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.

Name	Reasons
Masakatsu Mizukami	<p>He has been mainly engaged in the asset management field. He has been instrumental in enhancing investment profitability in unstable domestic and international market environments with his extensive knowledge and experience in asset management. Currently, as a Representative Director, Managing Executive Officer of The Dai-ichi Frontier Life Insurance Co., Ltd., he has been promoting ALM management considered the company's unique debt characteristics in a highly volatile market environment, and has achieved stable growth in the company's business. He has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.</p>
Shinjiro Otsuki	<p>He has been mainly engaged in the areas of asset management and wholesale. Based on his extensive experience in the asset management business, he has led the development of sales strategies for investment trust products at group companies and built relationships with corporate clients with a high level of expertise. Currently, as a general manager of Corporate Relations Dept. No.2 of The Dai-ichi Life Insurance Co., Ltd., he has contributed to the improvement of business performance in the wholesale division by promoting the development of human resources based on a high vision for the mid- to long-term and the transformation of the quality of proposals. He has the knowledge and experience to execute his duties as an executive officer of the Company accurately, fairly, and efficiently.</p>

Biographies of Newly Appointed Executive Officers

Name	Takako Kitahori	
Date of Birth	July 1, 1969	
Education	March 1994	Graduated from The University of Tokyo, Faculty of Agriculture
Career History	April 1994	Joined The Dai-ichi Mutual Life Insurance Company
	April 1995	Deputy General Manager, Marketing Strategy Dept., The Dai-ichi Life Insurance Company, Limited*
	October 2016	General Manager, Marketing Strategy Dept., The Dai-ichi Life Insurance Company, Limited*
	April 2020	Executive Officer, General Manager, Communication Design Dept.
	April 2022	Director, Managing Executive Officer

* 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	Satoshi Takemoto	
Date of Birth	September 26, 1971	
Education	March 1994	Graduated from Waseda University, School of Law
Career History	April 1994	Joined The Dai-ichi Mutual Life Insurance Company
	April 2015	General Manager Status, DLI NORTH AMERICA INC.
	April 2019	General Manager, Asset Management Business Unit, Dai-ichi Life Holdings, Inc.
	April 2021	General Manager, Compliance Control Dept., The Dai-ichi Life Insurance Company, Limited
	April 2022	Executive Officer
	June 2022	Executive Officer, General Manager, Legal Dept.
	April 2023	Executive Officer

Name	Ken Niimura	
Date of Birth	April 24, 1963	
Education	March 1986	Graduated from Waseda University, School of Law
Career History	<p>April 1986</p> <p>August 2000</p> <p>January 2004</p> <p>June 2012</p>	<p>Joined The Industrial Bank of Japan, Limited (Currently Mizuho Bank, Ltd.)</p> <p>Joined Merrill Lynch Japan Securities Co., Ltd.</p> <p>Managing Director, Investment Banking Div.</p> <p>Founded TOPAZ CAPITAL, INC., President, Chief Executive Officer</p>

Name	Takashi Uehara	
Date of Birth	August 28, 1972	
Education	March 1995	Graduated from Tokyo Institute of Technology, School of Engineering
Career History	<p>April 1995</p> <p>June 2008</p> <p>February 2013</p> <p>January 2016</p> <p>October 2017</p> <p>April 2021</p> <p>July 2021</p> <p>April 2023</p>	<p>Joined The Sanwa Bank, Limited (Currently MUFG Bank, Ltd.)</p> <p>Director, General Manager, Planning Dept., Japan Electronic Monetary Claim Organization (JEMCO)</p> <p>Senior Manager, Corporate Planning Dept., The Bank of Tokyo-Mitsubishi UFJ, Ltd. (Currently MUFG Bank, Ltd.)</p> <p>Head, MUFG Innovation Laboratory</p> <p>Chief Executive Officer, Japan Digital Design, Inc.</p> <p>Chief Evangelist, Digital Strategy Planning Dept., SOMPO Holdings, Inc.</p> <p>Executive Vice President, SOMPO Light Vortex, Inc.</p> <p>General Manager, Investment Strategy Office, SOMPO Holdings, Inc.</p>

Name	Isamu Ando	
Date of Birth	June 3, 1973	
Education	March 1996	Graduated from The University of Tokyo, Faculty of Engineering
Career History	April 1995	Joined The Dai-ichi Mutual Life Insurance Company
	April 2017	General Manager, IT Business Process Planning Dept., The Dai-ichi Life Insurance Company, Limited
	April 2019	General Manager, Information Systems Dept. The Dai-ichi Frontier Life Insurance Co., Ltd.
	April 2020	General Manager, IT Digital Promotion Dept.
	April 2022	Executive Officer, General Manager, IT Administration Dept.
	April 2023	General Manager, IT and Digital Planning Unit Dai-ichi Life Holdings, Inc.

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.

Name	Masakatsu Mizukami	
Date of Birth	June 6, 1972	
Education	March 1995	Graduated from Aoyama Gakuin University, Faculty of Law
Career History	April 1995	Joined The Dai-ichi Mutual Life Insurance Company
	April 2016	Deputy General Manager, Fixed Income Investment Dept., The Dai-ichi Life Insurance Company, Limited*
	October 2016	Deputy General Manager, Fixed Income Investment Dept., The Dai-ichi Life Insurance Company, Limited*
	April 2017	General Manager, Fixed Income Investment Dept.
	April 2019	General Manager, Alternative Investment Dept.
	April 2020	Executive Officer, General Manager, Asset Management Dept. The Dai-ichi Frontier Life Insurance Co., Ltd.
	April 2022	Executive Officer, General Manager, Asset Liability Management Dept.
	April 2023	Managing Executive Officer, General Manager, Asset Liability 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	Shinjiro Otsuki	
Date of Birth	January 12, 1967	
Education	March 1990	Graduated from Kobe University, Faculty of Agriculture
Career History	April 1990	Joined The Dai-ichi Mutual Life Insurance Company
	April 2011	General Manager Status, DIAM Asset Management Company Limited
	April 2016	Deputy General Manager, Financial Institution Relations Dept., The Dai-ichi Life Insurance Company, Limited*
	October 2016	Deputy General Manager, Financial Institution Relations Dept., The Dai-ichi Life Insurance Company, Limited*
	April 2018	General Manager, Corporate Relations Dept. No.4
	April 2021	General Manager, Corporate Relations Dept. No.2

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