



[Unofficial Translation]

August 9, 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

Effective on October 1, 2024

Dai-ichi Life Holdings, Inc. (the “Company”; President: Tetsuya Kikuta) hereby announces the changes of officers effective October 1, 2024.

Appointment as of October 1, 2024

Title	Name
Senior Managing Executive Officer	Norio Shiraishi
Senior Managing Executive Officer	Kohei Kai

*Refer to pages 7 for the reasons for the new appointment and pages 8 for their biographies.

Directors and Executive Officers as of August 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 Sustainability Officer	Hidehiko Sogano
Director, Managing Executive Officer Chief Customer Experience Officer (Japan)	Takako Kitahori
Director	Toshiaki Sumino
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 Chief Information Officer & 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	Kohei Kai
Managing Executive Officer Chief Internal Audit Officer	Hiroshi Shoji
Managing Executive Officer Group Head, Retirement, Savings and Asset Management Business	Takashi Iida
Managing Executive Officer Group Head, Protection Business (Japan)	Makoto Goda
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

Title	Name
Executive Officer Chief Financial Officer	Taisuke Nishimura
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
Expert Executive Officer	Figen Ulgen

Responsibilities and Delegation of Employees Duties, etc. as of October 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), Matters regarding Nominations Advisory Committee and Remuneration Advisory Committee (jointly in charge with Mr. Hishida and Mr. Numata)	
Hidehiko Sogano (Director, Managing Executive Officer) 【Chief Sustainability Officer】	Sustainability Unit	
Takako Kitahori (Director, Managing Executive Officer) 【Chief Customer Experience Officer (Japan)】	Customer Experience 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)	International Life Insurance Business Unit (matters regarding International Life Insurance Business in Asia Pacific Region)	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)	Corporate Planning Unit (matters regarding Corporate Planning Group, Strategy Group, Investor Relations Group)	
Hiroshi Shoji (Managing Executive Officer) 【Chief Internal Audit Officer】	Internal Audit 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)	

Name and Title	Responsibilities	Delegation, etc. (*)
Makoto Goda (Managing Executive Officer) 【Group Head, Protection Business (Japan)】	Protection Business Unit	
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 Insurance, Co., Ltd. (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. Brett Clark)	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 (matters other than Corporate Planning Group, Strategy Group, Investor Relations Group)	
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)	

Name and Title	Responsibilities	Delegation, etc. (*)
Figen Ulgen (Expert Executive Officer)	Matters regarding Data and AI strategy, Data management in the IT Digital Unit	

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.

Reasons for appointment

Name	Reasons
Norio Shiraishi	He founded Business Coop Inc. (now Benefit One Inc.) as the first in-house venture for a human resource services company; in 2004 the company was listed on JASDAQ, in 2006 the company was listed on the Second Section of the Tokyo Stock Exchange, and in 2012 the company began its overseas expansion. The company provides a variety of solutions centered on employee benefits, mainly to corporate clients and he has helped the company grow into one of the largest companies in the employee benefit agency field with the largest number of members. He has the knowledge and experience to carry out his duties as an executive officer of the Company accurately, fairly, and efficiently.
Kohei Kai	After gaining experience in domestic and international corporate banking and M&A at a Japanese financial institution, he planned and executed a business restructuring and led the development and execution of a growth strategy for the Japanese financial subsidiary of a global business 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. He has the knowledge and experience to perform his duties as an executive officer of the Company accurately, fairly, and efficiently.

Biographies of Newly Appointed Executive Officers

Name	Norio Shiraishi	
Date of Birth	January 23, 1967	
Education	March 1989	Graduated from Takushoku University, Faculty of Political Science and Economics
Career History	August 1990	Joined Pasona Japan Inc. (Currently Randstad K.K.)
	March 1996	Established Business Coop Inc. (Currently Benefit One Inc.) Director
	June 2000	President & COO, Benefit One Inc. (to present)

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.

Investor Contact:

Corporate Administration Group

Corporate Service Unit

Dai-ichi Life Holdings, Inc.

+81 3 3216 1222

This press release may contain statements that are “forward-looking statements” regarding our intent, belief or current expectations of management with respect to our future results of operations and financial condition. Any such forward-looking statements are not historical facts but instead represent only our belief regarding future events, many of which, by their nature, are inherently uncertain and outside our control. Important factors that could cause actual results to differ from those in specific forward-looking statements include, without limitation, economic and market conditions, consumer sentiment, political events, level and volatility of interest rates, currency exchange rates, security valuations and competitive conditions. Forward-looking statements are not guarantees of future performance and involve risks and uncertainties, and actual results may differ.