



[Unofficial Translation]

September 30, 2024

---

## Publication of the Dai-ichi Life Group Human Capital Report

---

Dai-ichi Life Holdings, Inc. (the "Company"; President: Tetsuya Kikuta) has published the Dai-ichi Life Group Human Capital Report (the "Report"). This is the first time the Company has published a report that comprehensively consolidates all information on our human capital management initiatives.

Throughout our history of over a hundred years, human capital has been the essential management resource for our group, and we believe that it is vital that employee maximizes their potential to achieve our group's vision for 2030 of becoming a "global top-tier insurance group" and "leader of the Japanese insurance industry future." This report outlines the group's commitment to its human capital management, given the environment in which sustainability is recognized as a critical factor for companies' sustainable growth and the growing demand for human capital disclosure. This report aims to demonstrate to all stakeholders the group's efforts to enhance corporate value through human capital management.

We will continue to promote investment in and disclosure of human capital, aiming for the group's sustainable growth.

### Highlights of the Report

- Messages from the CEO, CHRO, and Group Heads of four main businesses describe the Company's thoughts on human capital and the narrative relationship between business strategy and human resources strategy.
- Outline our group's initiatives in line with the five pillars of our human resources strategy (Talent acquisition and talent development, Personnel and compensation systems, Opportunities for success, Corporate culture and well-being, and Group human resources governance).

Human Capital Report "Turning diversity into our strength"

[https://www.dai-ichi-life-hd.com/en/hr\\_strategy/hcreport/pdf/index\\_001.pdf](https://www.dai-ichi-life-hd.com/en/hr_strategy/hcreport/pdf/index_001.pdf)