



November 14, 2024

Tetsuya Kikuta  
Representative Director, President  
Chief Executive Officer  
Dai-ichi Life Holdings, Inc.  
Code: 8750 (TSE Prime section)

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## **Dai-ichi Life Holdings Announces Changes of Officers**

**Effective on December 1, 2024**

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Dai-ichi Life Holdings, Inc. (the “Company”; President: Tetsuya Kikuta) hereby announces the establishment Chief Information Security Officer (CISO) position and related executive appointment, effective December 1, 2024. This decision aims to enhance the Group’s information security capabilities and resilience.

### **Appointment as of December 1, 2024**

Title	Name
Expert Executive Officer Chief Information Security Officer	Fred Stute

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

## Directors and Executive Officers as of December 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

Title	Name
Executive Officer	Makoto Hishida
Executive Officer	Yuichiro Abe
Executive Officer	Shinichiro Kaneko
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 Chief Data and AI Officer	Figen Ulgen
Expert Executive Officer Chief Information Security Officer	Fred Stute

## Responsibilities and Delegation of Employees Duties, etc. as of December 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) 【Chief Data and AI Officer】	Matters regarding Data and AI strategy, Data Management in the IT and Digital Unit	
Fred Stute (Expert Executive Officer) 【Chief Information Security Officer】	Matters regarding Information Security in the IT and 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
Fred Stute	<p>He has extensive experience in project management, cloud systems, and cybersecurity at domestic and international insurance companies and IT companies. He has led large-scale IT projects such as agency sales and bank counter sales at an international insurance company. He has played the important role of enterprise architect at multiple insurance companies and has strongly led the launch of the Dai-ichi Life Group's enterprise architecture organization. He has the knowledge and experience to carry out his duties as an executive officer of the Company accurately, fairly, and efficiently.</p>

## Biographies of Newly Appointed Executive Officers

Name	Fred Stute	
Education	March 2013	University of Southern Queensland, Completed postgraduate certificate in Business (IT Major)
	June 2009	Clinical Information Lead NEHTA(National E-Health Transition Authority)
	June 2010	Professional Service Manager / Principal Architect Cloud Sherpas
	February 2013	Solution Architect / Client Partner NTT Centerstance
	June 2013	Assistant Vice President – Senior SWAT Architect MetLife Insurance K.K.
	February 2014	Assistant Vice President – Senior Principal Architect MetLife Insurance K.K.
	July 2015	Vice President – Asia Chief Architect MetLife Insurance K.K.
	January 2020	Chief Architect AXA Life Insurance Co. Ltd.
	May 2021	Global Chief Enterprise Architect MS&AD Insurance Group Holdings, Inc.
	October 2023	Head of Global Enterprise Architecture Dai-ichi Life Holdings, Inc.