

February 14, 2025
Dai-ichi Life Holdings, Inc.

Results of the Second Career Special Support Framework

Dai-ichi Life Group (the “Group”; Representative Director, President, Chief Executive Officer: Tetsuya Kikuta) announced today the results of the implementation of the "Second Career Special Support Framework " announced on November 14, 2024, as follows.

1. Overview of the Second Career Special Support Framework

(1) Eligibility	Employees who are 50 years of age or above and have been with the company for 15 years or more and are enrolled in the Dai-ichi Life Insurance Co., Ltd. or seconded from the Dai-ichi Life Insurance Company to companies inside and outside the Group (excluding employees including sales representatives)
(2) Application period	From January 20, 2025 to January 31, 2025
(3) Date of retirement	March 31, 2025
(4) Expected number of applicants	Approx. 1,000
(5) Preferential terms	<ul style="list-style-type: none">• The second career special support allowance will be added to the regular retirement allowance (up to 48 months of monthly base salary)• Re-employment support for employees who retire using this framework

2. Results of the Second Career Special Support Framework

(1) Actual number of applicants	1,830
(2) Expenses related to the implementation of this framework	Approx. 29.0 billion yen

3. Future outlook

Approximately 29.0 billion yen in expenses related to the special support allowance and re-employment support incurred as a result of the implementation of this framework will be recorded as extraordinary losses in the fourth quarter of the fiscal year ending March 31, 2025.

As announced today separately, there will be an upward revision in the consolidated earnings forecast for the fiscal year ending March 31, 2025¹, even after reflecting the extraordinary losses deriving from this framework.

¹ https://www.dai-ichi-life-hd.com/en/newsroom/newsrelease/2024/pdf/index_038.pdf