

October 22, 2025

Dai-ichi Life Holdings, Inc.

Dai-ichi Life Holdings Announces Change of Officer Resignation of Senior Managing Executive Officer

Dai-ichi Life Holdings, Inc. (President and Group CEO: Tetsuya Kikuta; hereinafter “the Company”) hereby announces that Mr. Norio Shiraishi has resigned from his position as Senior Managing Executive Officer of the Company, effective October 22, 2025.

Benefit One Inc. (hereinafter “Benefit One”), a subsidiary of the Company, received concerns internally regarding conduct by Mr. Norio Shiraishi, then Representative Director, President of Benefit One, which may constitute a compliance violation—specifically, harassment involving Benefit One’s employees during an internal company gathering. Following an internal investigation, indications supporting the concerns were identified. Subsequently, based on a decision made by the Board of Directors at a meeting attended by all of the statutory auditors (Mr. Shiraishi was not present due to his being a party with a special interest), Benefit One engaged an independent external attorney with no vested interest in Benefit One to conduct a further investigation. As a result of this independent investigation, Mr. Shiraishi’s harassment was substantiated. Upon being notified of the findings, Mr. Shiraishi tendered his resignation from the positions of Representative Director, President, as well as a Director of Benefit One, which was accepted by Benefit One on October 22. He also submitted his resignation from the position of Senior Managing Executive Officer of the Company, which the Company accepted on the same date, October 22.

The Company sincerely apologizes for the concern and inconvenience this matter may have caused to our customers and all other stakeholders.

We maintain a zero-tolerance policy toward all forms of harassment, and take the fact that such conduct occurred involving an individual in key leadership positions—namely, a Senior Managing Executive Officer of the Company and Benefit One's Representative Director, President—with utmost seriousness. We will implement effective countermeasures to prevent recurrence.

In order to maintain stable leadership and ensure uninterrupted management oversight, Benefit One has decided that, for the time being, Mr. Kiyoto Matsuda, Chair of the Board, will concurrently serve as Representative Director, President. Additionally, Mr. Kentaro Ogata, Director, has been appointed as Director and Senior Managing Executive Officer. This structure is provisional and will remain in place until a successor is formally appointed.

Benefit One Inc. Press Releases

Notice Concerning Resignation of Representative Director

(https://corp.benefit-one.co.jp/news/pressrelease/2025/20251022_1.pdf)

Notice Concerning Change of Officers

(https://corp.benefit-one.co.jp/news/pressrelease/2025/20251022_2.pdf)

Directors and Executive Officers as of October 22, 2025

Title	Name
Director, Chair of the Board	Seiji Inagaki
Representative Director, President Group Chief Executive Officer	Tetsuya Kikuta
Representative Director, Senior Managing Executive Officer Business Head, International Life Insurance	Hitoshi Yamaguchi
Director, Managing Executive Officer Group Chief Customer Experience Officer (Japan)	Takako Kitahori
Director	Toshiaki Sumino
Director	Hidehiko Sogano
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)	Satoshi Nagase
Outside Director (Audit and Supervisory Committee Member)	Ayako Makino
Senior Managing Executive Officer Group Chief Information Officer & Group Chief Digital Officer	Stephen Barnham
Senior Managing Executive Officer	Mamoru Akashi
Senior Managing Executive Officer	Brett Clark
Senior Managing Executive Officer Business Head, Protection (Japan)	Kohei Kai
Managing Executive Officer Group Chief Internal Audit Officer	Hiroshi Shoji
Managing Executive Officer	Kazuyuki Shigemoto
Managing Executive Officer Business Head, Retirement, Savings and Asset Management	Takashi Iida
Managing Executive Officer Group Chief Risk Officer	Hideyuki Ohashi
Managing Executive Officer	Satoshi Takemoto
Managing Executive Officer Business Head, New Fields of Business	Kentaro Ogata
Executive Officer	Atsuko Yasuda
Executive Officer	Makoto Hishida

Title	Name
Executive Officer	Yuichiro Abe
Executive Officer Group Chief Financial Officer	Taisuke Nishimura
Executive Officer Group Chief Human Resources Officer	Yotaro Numata
Executive Officer	Akifumi Kai
Executive Officer Group Chief Compliance Officer	Webster Coates
Executive Officer Group Chief Communications Officer	Kyoko Wada
Executive Officer	Ken Niimura
Executive Officer	Takashi Uehara
Executive Officer	Isamu Ando
Executive Officer	Katsushi Makiuchi
Executive Officer Group Chief Data and AI Officer	Figen Ulgen
Executive Officer Group Chief Brand and Culture Officer	Kaori Sakamoto
Executive Officer Group Chief Sustainability Officer	Yukiko Sakai
Expert Executive Officer Group Chief Information Security Officer	Fred Stute
Expert Executive Officer Group Chief Accounting Officer	Hiroataka Noji

Responsibilities and Delegation of Employees Duties, etc. as of October 22, 2025

* Underline the changes

Name and Title	Responsibilities	Delegation, etc.
Tetsuya Kikuta (Representative Director, President)	Group Chief Executive Officer	
Hitoshi Yamaguchi (Representative Director, Senior Managing Executive Officer)	Assistant to President Business Head, International Life Insurance, Matters regarding Nominations Advisory Committee and Remuneration Advisory Committee, jointly in charge with Mr. Hishida and Mr. Numata	
Takako Kitahori (Director, Managing Executive Officer)	Group Chief Customer Experience Officer (Japan)	
Stephen Barnham (Senior Managing Executive Officer)	Group Chief Information Officer & Group Chief Digital Officer	
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 the Asia-Pacific Region in International Life Insurance Business	Chief General Manager, Asia Pacific
Kohei Kai (Senior Managing Executive Officer)	Business Head, Protection (Japan)	
Hiroshi Shoji (Managing Executive Officer)	Group Chief Internal Audit Officer	
Kazuyuki Shigemoto (Managing Executive Officer)	Matters regarding Fixed Income Investment and Alternative Investment	
Takashi Iida (Managing Executive Officer)	Business Head, Retirement, Savings and Asset Management	
Hideyuki Ohashi (Managing Executive Officer)	Group Chief Risk Officer, Matters regarding Credit	
Satoshi Takemoto (Managing Executive Officer)	Matters regarding the North American Region in International Life Insurance Business	Chief General Manager, North America
Kentaro Ogata (Managing Executive Officer)	Business Head, New Fields of Business, <u>Matters regarding Benefit One Inc. (concurrently serving as a Director, Senior Managing Executive Officer of this company)</u>	
Atsuko Yasuda (Executive Officer)	Matters regarding ipet Insurance, Co., Ltd. (concurrently serving as a Representative Director, President of this company)	
Makoto Hishida (Executive Officer)	Matters regarding Corporate Service	
Yuichiro Abe (Executive Officer)	Matters regarding the Asia Pacific Region in International Life Insurance Business, jointly in charge with Mr. Clark	Deputy Chief General Manager, Asia Pacific

Name and Title	Responsibilities	Delegation, etc.
Taisuke Nishimura (Executive Officer)	Group Chief Financial Officer, Matters regarding Actuarial	
Yotaro Numata (Executive Officer)	Group Chief Human Resources Officer	
Akifumi Kai (Executive Officer)	Matters regarding Corporate Planning	
Webster Coates (Executive Officer)	Group Chief Compliance Officer, Matters regarding Legal, Global Intelligence	
Kyoko Wada (Executive Officer)	Group Chief Communications Officer	
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)	
Katsushi Makiuchi (Executive Officer)	Matters regarding Real Estate Asset Management, Corporate and Structured Finance	
Figen Ulgen (Executive Officer)	Group Chief Data and AI Officer	
Kaori Sakamoto (Executive Officer)	Group Chief Brand and Culture Officer	
Yukiko Sakai (Executive Officer)	Group Chief Sustainability Officer	General Manager of Sustainability Unit
Fred Stute (Expert Executive Officer)	Group Chief Information Security Officer	
Hiroataka Noji (Expert Executive Officer)	Group Chief Accounting Officer	General Manager of Accounting Unit

Note:

Business 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.

In this connection, the Group will be added to the names of all CXOs as of April 1, 2025.

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