

Sustainability Data Book



Dai-ichi Life
Holdings

Scope of Aggregation and Calculation Period

Scope of aggregation

Dai-ichi Life Holdings (HD) and its 13 major subsidiaries are covered.
When referring to a specific aggregation scope, abbreviations in parentheses are used.

< Major Subsidiaries >

- The Dai-ichi Life Insurance Company, Limited (DL)
- The Dai-ichi Frontier Life Insurance Co, Ltd (DFL)
- The Neo First Life Insurance Company, Limited (NFL)
- ipet Insurance Co., Ltd (ipet)
- Dai-ichi Life International Holdings, LLC (DLIHD)
- Vertex Investment Solutions Co., Ltd. (Vertex)
- Protective Life Corporation
- TAL Dai-ichi Life Australia Pty Ltd.
- Partners Group Holdings Limited
- Dai-ichi Life Insurance Company of Vietnam Limited
- Dai-ichi Life Insurance (Cambodia) PLC.
- Dai-ichi Life Insurance Myanmar Ltd.
- Dai-ichi Life Reinsurance Bermuda Ltd.

Calculation period

Unless otherwise stated, the calculation period is from April 2023 to March 2024, and the results as of the end of March 2024 are listed.

CO₂ emissions

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Direct CO ₂ emissions (Scope 1)	*1	t-CO ₂	21,971	20,536	33,755	34,156
Indirect CO ₂ emissions (Scope 2) Location-based	*1	t-CO ₂	68,933	70,211	71,343	65,732
Indirect CO ₂ emissions (Scope 2) Market-based	*1	t-CO ₂	66,804	50,727	11,054	8,567
Coverage of the above data * (1)	*1	%	100	100	100	100

*(1) Ratio of companies included in the scope of aggregation (calculated based on the number of employees)

CO₂ emissions

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Other related indirect CO ₂ emissions (scope 3) (excluding category 15)	*2	tCO ₂ e	105,788	247,300	341,243	139,836
Purchased goods and services (category 1)	*2	tCO ₂ e	-	-	16,309	14,525
Capital Goods (category 2)	*2	tCO ₂ e	-	-	294,647	95,516
Fuel-and-energy-related activities (not included in scope 1 or 2) (category 3)	*2	tCO ₂ e	-	-	15,789	15,120
Upstream transportation and distribution (category 4)	*2	tCO ₂ e	-	-	236	366
Waste generated in operations (category 5)	*2	tCO ₂ e	-	-	8	9
Business travel (category 6)	*2	tCO ₂ e	-	-	1,419	1,680
Employee commuting (category 7)	*2	tCO ₂ e	-	-	12,556	12,375
Upstream leased assets (category 8)	*2	tCO ₂ e	-	-	0	0
Downstream transportation and distribution (category 9)	*2	tCO ₂ e	-	-	0	0
Processing of sold products (category 10)	*2	tCO ₂ e	-	-	0	0
Use of sold products (category 11)	*2	tCO ₂ e	-	-	0	0
End of life treatment of solds products (category 12)	*2	tCO ₂ e	-	-	281	245
Downstream leased assets (category 13)	*2	tCO ₂ e	-	-	0	0
Franchises (category 14)	*2	tCO ₂ e	-	-	0	0

GHG emissions ^{*(2)}

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Investment and financing (category 15) Absolute emissions	*2	10,000 tCO ₂ e	1,080	1,018	890	809
Electricity	*2	10,000 tCO ₂ e	626	608	530	530
Steel	*2	10,000 tCO ₂ e	176	171	141	95
Chemicals	*2	10,000 tCO ₂ e	42	39	36	30
Petroleum gas	*2	10,000 tCO ₂ e	40	34	28	21
Transport	*2	10,000 tCO ₂ e	27	23	25	23
Others	*2	10,000 tCO ₂ e	169	143	130	111
Coverage of the above data ^{*(3)}	*2	%	86	87	87	87
Investment (category 15) WACI	*2	tCO ₂ e/¥mn	1.8	1.7	1.4	1.3
Domestic stock	*2	tCO ₂ e/¥mn	0.8	0.7	0.6	0.5
Foreign stocks	*2	tCO ₂ e/¥mn	1.3	1.2	0.9	0.9
Domestic corporate bonds	*2	tCO ₂ e/¥mn	2.1	2.4	1.6	1.5
Foreign corporate bonds	*2	tCO ₂ e/¥mn	0.8	0.6	0.4	0.4
Financing	*2	tCO ₂ e/¥mn	5.0	5.1	3.9	4.0
Coverage of the above data ^{*(3)}	*2	%	86	87	87	87

^{*(2)} Emissions in FY2023 are provisional values measured using data available as of March 2024.

^{*(3)} Ratio of investment assets for which GHG emissions is available among the measured assets

Energy consumption

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Non-renewable energy consumption	*1	GJ	1,320,395	998,787	369,339	356,847
Renewable energy consumption	*1	GJ	41,800	342,725	896,501	869,717
Coverage of the above data * (4)	*1	%	91.84	100	100	100

Waste disposed

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Total waste disposed	*1	t	5,663	8,999	8,761	4,001
Total waste recycled	*1	t	1,108	1,832	1,915	1,498
Waste with unknown disposal method	*1	t	4,555	7,167	6,846	2,503
Coverage of the above data * (4)	*1	%	82.4	95.6	99.4	95.3

Water consumption

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Total net water consumption	*1	1000 m ³	628	733	653	1,016
Coverage of the above data * (4)	*1	%	91.6	96.0	83.4	85.0

*(4) Ratio of companies included in the scope of aggregation (calculated based on the number of employees)

Scope of aggregation

*1: The following 26 companies are included in addition to Dai-ichi Life Holdings and its 13 major subsidiaries.

Dai-ichi Life Business Services Co., Ltd., Dai-ichi Life Challenged Co., Ltd., A.F. BUILDING MANAGEMENT Co., Ltd., The Dai-ichi Life Techno Cross Co., Ltd., DAI-ICHI SEIMEI CARD SERVICE Co.,LTD., Alpha Consulting Co., Ltd., Asset Guardian Co., Ltd., Corporate—pension Business Service Co., Ltd., Mizuho-DL Financial Technology Co., Ltd., JAPAN EXCELLENT ASSET MANAGEMENT CO.,LTD., RIFARE BUILDING MANAGEMENT CO.,LTD., The Dai-ichi Life Research Institute Inc, QOLeap Limited, Dai-ichi Life Realty Asset Management Co., Ltd., THE DAI-ICHI BUILDING CO., LTD., SOHGO HOUSING CO., Ltd., Asset Management One Co., Ltd., O.M. Building Management Inc, STEC- CORPORATION, DOJIMA AVANZA Building Management Inc., HARUMI CORPORATION, Nihon Bussan CO., Ltd., PT Panin Dai-ichi Life, Star Union Dai-ichi Life Insurance Company Limited, OCEAN LIFE INSURANCE PUBLIC COMPANY LIMITED, TOPAZ CAPITAL, INC.

*2:DL

Scope 3 emission calculation method

Scope 3 category	Emission calculation method ^{*(5)}
1. Purchased goods and services	Actual measurement of OA paper and printed materials purchased in large volume. Converted from purchase price into CO2 emissions.
2. Capital Goods	Actual measurement of net increase in tangible fixed assets. Converted from purchase price to CO2 emissions.
3. Fuel-and-energy-related activities (not included in scope 1 or 2)	Estimated emissions related to electricity procurement.
4. Upstream transportation and distribution	Actual measurement based on accumulation of logistics distance and weight. In logistics, the weight calculated by the logistics provider is multiplied by the distance travelled (ton-kilometers) and then converted into CO2 emissions.
5. Waste generated in operations	Actual measurement based on accumulation of waste weight. Converted to CO2 emissions for the weight of waste at the three head office sites (Hibiya, Toyosu and Shin-Oi).
6. Business travel	Accumulated business trip data.
7. Employee commuting	Estimated from amounts calculated from commuting data.
12. End of life treatment of solds products	Estimates based on actual purchases of printed materials, assuming all printed materials delivered to customers are discarded.

*(5) "Emission intensity database for calculating greenhouse gas emissions, etc. of organizations through supply chains" (Ver. 3.4) is used for our intensity figure.

Number of employees

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Consolidated number of employees	*3	Persons	64,823	62,260	60,997	59,495

Gender Ratio

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Percentage of female in the workforce	*4	%	91.0	91.0	90.4	90.1
Percentage of the female in top management position	*5	%	10.8	12.1	13.4	13.7
Total number of management positions ^{*(6)}	*4	Persons	3,559	3,680	3,747	3,833
Total number of female in manement position (5 domestic companies) ^{*(6)}	*4	Persons	977	1,049	1,102	1,135
Percentage of female in management position (5 domestic companies) ^{*(6)}	*4	%	27.5	28.5	29.4	29.6
HD	*6	%	15.6	14.8	16.2	18.5
DL	*7	%	28.8	30.1	31.3	32.0
DFL	*8	%	13.3	12.5	15.9	15.6
NFL	*9	%	20.8	19.5	16.0	16.4
ipet	*10	%	-	-	33.9	27.9
Percentage of female in entry-level management ^{*(6)}	*4	%	37.6	37.1	37.5	37.5
Percentage of female in senior management ^{*(6)}	*4	%	6.7	9.4	9.8	12.5
Percentage of female in management positions in revenue-generating functions (such as sales) ^{*(7)}	*7	%	30.8	32.0	33.2	33.7

^{*(6)} Ratio of the number of employees in the company of sopce of aggregation for which data is available to the total number of employees on a consolidated basis during the last fiscal year is 83.4%

^{*(7)} Ratio of the number of employees in the company of sopce of aggregation for which data is available to the total number of employees on a consolidated basis during the last fiscal year is 79.1%

Gender Ratio

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Percentage of female in STEM-related positions	*11	%	8.6	7.1	8.0	9.8
Average age	*6	Year-old	41 years 10 months	41 years 11 months	42 years 2 months	41 years 9 months
Average years of service	*6	Years	14 years 10 months	14 years 10 months	15 years 9 months	14 years and 6 months
Average length of service for employees (male)	*12	Years	20 years and 11 months	21 years and 5 months	21 years and 11 months	22 years and 5 months
Average length of service for employees (female)	*12	Years	11 years 10 months	12 years 3 months	13 years 0 months	13 years 7 months

Salary

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Average annual salary	*6	10,000 yen	948.7	978.7	972.2	949.9

Gender pay gap

Item		Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Total of five domestic companies	All employees	*13	%	-	-	38.2	41.6
	Full-time employees	*13	%	-	-	37.6	41.8
	Part-time and fixed-term employees	*13	%	-	-	42.2	41.8
HD	All employees	*6	%	-	-	55.2	61.0
	Full-time employees	*6	%	-	-	57.0	61.6
	Part-time and fixed-term employees	*6	%	-	-	27.3	44.0
DL	All employees	*14	%	-	-	38.0	41.5
	Full-time employees	*14	%	-	-	37.4	41.7
	Part-time and fixed-term employees	*14	%	-	-	43.2	44.0
DFL	All employees	*8	%	-	-	54.3	56.3
	Full-time employees	*8	%	-	-	54.0	56.3
	Part-time and fixed-term employees	*8	%	-	-	77.5	-(*)

*(8) Data not available as no fixed-term employees were employed in 2023

Gender pay gap

Item		Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
NFL	All employees	*9	%	-	-	57.9	55.5
	Full-time employees	*9	%	-	-	57.9	55.9
	Part-time and fixed-term employees	*9	%	-	-	56.2	12.4
ipet	All employees	*15	%	-	-	58.7	55.9
	Full-time employees	*15	%	-	-	59.7	56.0
	Part-time and fixed-term employees	*15	%	-	-	98.1	100.0

Gender pay gap by job grade FY 2023

Position	Scope	Unit	Female # (9)	Male
Managers (base salary only) # (10)	*5	-	0.87	1
Managers (base salary + other cash compensation) * (10)	*5	-	0.86	1
Non-managers (base salary only) * (10)	*5	-	0.70	1

*(9) Ratio with male as 1

*(10) Ratio of the number of employees in the company of sopce of aggregation for which data isavailable to the total number of employees on a consolidated basis during the last fiscal year is 80.6%

Other ratio

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Workforce Breakdown by race, ethnicity, or nationality * (11)						
Japan	*11	%	-	99.75	99.68	99.77
China	*11	%	-	0.11	0.16	0.11
Korea	*11	%	-	0.06	0.08	0.05
Germany	*11	%	-	0.01	0.02	0.01
Others	*11	%	-	0.08	0.06	0.06
Workforce Breakdown of managers by race, ethnicity or nationality * (12)						
Japan	*16	%	-	99.81	99.82	99.79
China	*16	%	-	0.05	0.05	0.04
South Korea	*16	%	-	0.09	0.08	0.13
Germany	*16	%	-	0.05	0.05	0.04
Percentage of employees with disabilities	*21	%	2.22	2.34	2.44	2.49

*(11) Ratio of the number of employees in the company of scope of aggregation for which data is available to the total number of employees on a consolidated basis during the last fiscal year is 100%

*(12) Ratio of the number of employees in the company of scope of aggregation for which data is available to the total number of employees on a consolidated basis during the last fiscal year is 82.3%

Employment

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
The number of new hires	*12	Persons	645	466	359	373
Total number of male	*12	Persons	174	128	144	143
Percentage of male	*12	%	27.0	27.5	40.1	38.3
Total number of female	*12	Persons	471	338	215	230
Percentage of female	*12	%	73.0	72.5	59.9	61.7
By Age						
20's and younger	*12	Persons	309	200	171	154
30-39 years old	*12	Persons	112	113	83	97
40-49 years old	*12	Persons	128	101	73	73
50-59 years old	*12	Persons	90	46	29	38
60s and over	*12	Persons	6	6	3	11
Percentage of open positions filled by internal candidates (internal hires)	*12	%	99.0	95.9	96.4	93.4
Average hiring cost divided by the number of full-time employees	*12	1,000 yen	2,052	2,748	2,987	2,163

Employment

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Employee turnover	*18	%	3.8	4.0	3.7	3.8
Percentage of male	*18	%	34.6	34.2	26.8	32.2
Percentage of female	*18	%	65.4	65.8	73.2	67.8
Percentage of managers and above	*18	%	28.4	15.8	13.0	17.9
Percentage of employees below managerial level	*18	%	71.6	84.2	87.0	82.1
Voluntary employee turnover	*18	%	1.1	3.2	3.7	3.8
Coverage of the above employee turnover (on a global basis, full-time employees) # (13)	*18	%	86.0	84.1	86.6	86.2

*(13) Ratio of employees of the company in the scope of aggregation for which data is available to the office worker in the company of scope of aggregation

Human resource development

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Average amount spent on training and skill development per full-time employees * (14)	*5	Yen	-	-	-	57,285
Average hours of training and skill development per full-time employee * (14)	*5	Hours	-	-	-	5.45
Training hours by training type						
DX	*5	Hours	-	-	-	1.4
Global	*5	Hours	-	-	-	0.7
Management	*5	Hours	-	-	-	1.2
Nurturing the next generation of management leaders	*5	Hours	-	-	-	0.5
Career development support	*5	Hours	-	-	-	1.7
Training hours by gender						
male	*5	%	-	-	-	49
female	*5	%	-	-	-	51

*(14) Ratio of the number of employees in the company of scope of aggregation for which data is available to the total number of employees on a consolidated basis during the last fiscal year is 80.6%

Employee support program

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Percentage of male employees taking parental leave (total of 5 domestic companies) * (15), (16), (17)	*4	%	91.3	92.2	100.0	100.0
HD	*6	%	-	100.0	100.0	100.0
DL	*7	%	-	85.1	100.0	100.0
DFL	*8	%	-	100.0	100.0	88.9
NFL	*9	%	-	100.0	100.0	83.3
ipet	*10	%	-	-	22.2	33.3

*(15) The percentage of male employees taking childcare leave, etc. is calculated in accordance with the calculation standards for the percentage of employees taking childcare leave, etc. that are required to be published under the revised "Childcare and Family Care Leave Law (enforced in April 2023)" of Japan.

If the result exceeds 100%, it is indicated as 100%

*(16) Figures for FY2022 onwards include ipet; figures for FY2021 and earlier are the total of the four companies excluding ipet

*(17) The calculation follows the below standards:

2022 and later: based on national standard, denominator: persons whose spouse gave birth during the fiscal year, numerator: persons who took parental leave during the fiscal year (excluding persons who took parental leave during the previous fiscal year)

2021 and earlier: denominator: persons who will reach the deadline for taking -parental leave during the current fiscal year, Numerator: of those who are due to take parental leave during the current fiscal year, those who took the leave

Health promotion

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Presenteeism	*7	%	-	-	24.0	23.4
Absenteeism	*7	Days	-	-	2.5	2.2
Periodic health checkup rate	*7	%	99.6	99.8	99.9	99.9
The rate of detailed examination required by health check-up	*7	%	81.3	85.7	87.8	87.8
Follow-up health guidance implementation rate	*7	%	100.0	100.0	100.0	100.0
Specific health guidance completion rate	*7	%	90.1	93.1	91.1	-
Gastric cancer screening uptake rate	*7	%	47.0	46.7	46.5	-
Colorectal cancer screening uptake rate	*7	%	79.9	80.3	81.0	-
Breast cancer screening uptake rate	*7	%	71.7	72.3	77.1	-
Cervical cancer screening uptake rate	*7	%	33.1	34.9	36.5	-

Health promotion

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Health care point registration rate	*7	%	76.7	73.9	79.4	80.6
Rate of taking stress checks	*7	%	84.5	83.8	81.2	86.3
Percentage of people with high stress	*7	%	11.1	13.5	14.9	14.7
Percentage of male who exercise regularly	*7	%	54.5	53.6	55.0	54.4
Percentage of female who exercise regularly	*7	%	38.1	36.0	36.2	34.9
Percentage of male who maintain appropriate body weight	*7	%	67.0	67.6	67.4	67.2
Percentage of female who maintain appropriate body weight	*7	%	73.5	74.0	73.9	73.5
Smoking rate (male)	*7	%	27.7	27.9	27.3	27.7
Smoking rate (female)	*7	%	23.7	22.8	22.2	21.9
Number of work-related accidents	*7	Cases	568	755	663	734
Number of cases with suspension of work	*7	Cases	104	141	126	121
Number of commuting accidents	*7	Cases	201	258	271	242
Number of cases with suspension of work	*7	Cases	53	55	67	62

Others

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Rate of employees with top level of engagement scores	*11	%	-	28.7	30.7	33.6
Rate of employees who responded to the engagement survey * (18)	*11	%	-	78.0	68.0	70.0
Employee union membership rate * (19)	*19	%	90.8	87.8	89.2	94.8
Absence rate	*20	%	0.96	1.32	1.32	1.16
Coverage of the above data * (20)	*20	%	88.3	86.7	84.2	83.4
Customer satisfaction	*7	%	77.6	78.0	78.7	77.3
Coverage of the above data * (21)	*7	%	86.0	84.1	80.5	79.1

*(18) Ratio of employees responding to the engagement survey among employees of companies in the scope of aggregation

*(19) Ratio of employees who belong to unions among employees of the company in the scope of aggregation

*(20),(21) Ratio of companies in the scope of aggregation for which data is available (calculated based on the number of employees)

Scope of aggregation

- *3: Consolidated Financial Results
- *4: HD, DL, DFL, NFL, ipet (proper)
- *5: HD, DL (office worker)
- *6 :HD
- *7 :DL
- *8 :DFL
- *9 :NFL
- *10: ipet (proper)
- *11: HD, DLIHD, DL, DFL, NFL, DLTX (CR), ipet (CR), Benefit One (CR), Vertex (CR), Topaz (CR), other domestic CR, overseas CR
- *12: DL (office worker)
- *13: HD, DL, DFL, NFL, DLTX (CR), ipet(CR, proper), Benefit One (CR), Vertex (CR), Topaz (CR), other domestic CR, overseas CR
- *14: DL, DLTX (CR), Benefit One (CR), Vertex (CR), Topaz (CR), other domestic CR, overseas CR
- *15: ipet(CR, proper)
- *16: HD, DL, DFL, NFL
- *17: HD, DLIHD, DL, DFL, NFL, DLTX(CR, proper)
- *18: HD, DL (office), DFL, NFL, DLTX (CR), ipet (CR), Benefit One (CR), Vertex (CR), Topaz (CR), other domestic CR, overseas CR
- *19: HD, DL (office worker), DFL, NFL
- *20: HD, DL (office worker), DFL, NFL, DLTX (CR), ipet (CR), Benefit One (CR), Vertex (CR), Topaz (CR), other domestic CR
- *21: HD, DL, DFL, NFL, DLTX(CR, Proper), other Japanese CR

Directors

Items	Scope	Unit	2021	2022	2023	2024
Number of directors* (22)	*22	Persons	16	15	15	15
Number of independent directors	*22	Persons	7	7	7	7
Number of executive directors	*22	Persons	6	5	4	4
Number of non-executive directors	*22	Persons	3	3	4	4
Number of Foreign directors	*22	Persons	1	1	1	1
Number of female directors	*22	Persons	2	2	2	3
Number of directors with relevant business experience	*22	Persons	6	5	6	6
Average tenure of directors* (22)	*22	Years	4.93	4.67	4.08	3.25
Number of non-executive/independent directors with 4 or less other mandates* (22)	*22	Persons	10	10	11	10

Items	Scope	Unit	FY2021	FY2022	FY2023	FY2024
The average attendance rate at board meetings	*22	%	99.48	99.27	100.00	-

*(22) As of June 30 of each year

Compensation

Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
CEO's annual compensation (consolidated)	*23	1 million yen	-	-	-	121
CEO's basic compensation (standalone)	*22	1 million yen	-	-	-	52
Number of shares held by CEO * (23)	*22	Shares	-	-	-	40,186
Total basic remuneration of directors (excluding directors who are member of Audit and Supervisory Committee and independent directors)	*22	1 million yen	-	-	-	178
Average number of shares held by directors (excluding directors who are member of Audit and Supervisory Committee and independent directors)* (23)	*22	Shares	-	-	-	45,097

*(23) As of August 1, 2023

Tax payments, etc. in major countries where the company operates

Items	Dai-ichi Life (FY24/3)	Dai-ichi Frontier Life (FY24/3)	Neo First Life (FY24/3)	Protective (FY23/12)	TAL (FY24/3)	DLVN (FY23/12)	Consolidated (FY24/3)
Location	Japan	Japan	Japan	United States	Australia	Vietnam	-
Main businesses	Domestic Insurance Business	Domestic Insurance Business	Domestic Insurance Business	Overseas Insurance Business	Overseas Insurance Business	Overseas Insurance Business	-
Number of employees ^{*(24)}	47,036	529	505	3,803	3,003	2,044	59,495
Ordinary revenues (¥billion)	4,087.0	4,393.8	302.7	1,919.2	845.4	135.4	11,028.1
Ordinary expenses (¥billion)	3,695.6	4,372.7	304.0	1,899.6	785.3	117.9	10,489.1
Ordinary profit (loss)(¥billion)	391.3	21.0	(1.2)	19.5	60.1	17.5	539.0
Extraordinary gains (¥billion)	6.3	-	-	0.1	-	0.0	6.6
Extraordinary losses (¥billion)	24.7	5.8	0.0	0.0	0.0	0.0	31.1
Provision for reserve for policyholder dividends (¥billion)	87.5	-	-	-	-	-	87.5
Income before income taxes, etc. (¥billion)	285.4	15.2	(1.2)	19.6	60.0	17.5	426.9
Total of corporate income taxes (¥billion)	81.5	(0.4)	(0.1)	3.1	17.6	3.5	106.2
Net income (loss) (¥billion)	203.8	15.6	(1.1)	16.4	42.4	14.0	320.7

*(24) As of the end of March 2024

Incidents of “Code of Conducts” violations



Item	Scope	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Corruption and bribery	*22	Cases	-	-	0	0
Discrimination and harassment	*23	Cases	-	-	-	2
Customer privacy information	*22	Cases	-	-	0	0
Antitrust and unfair competition	*22	Cases	-	-	0	0
Money laundering and insider trading	*22	Cases	-	-	0	0

Scope of aggregation

- *22: HD
- *23: HD, DL

Core materiality indicators

- To ensure that we address the core materiality we set, we have established indicators for each item to measure our progress, aiming for both a sustainable society and business growth



Core Materiality	Indicators	Actual Results ⁽¹⁾	Targeted levels
 Financial Well-being for All	<ul style="list-style-type: none"> Provide comprehensive financial services in the two core areas of "Protection" and "Asset Formation/Succession" that address the issues of each client segment 	Domestic: ca. 13.8m people Overseas: ca. 37.2m people	FY2026 Domestic: ca. 15m Overseas: ca. 45m
	<ul style="list-style-type: none"> Promote financial inclusion by providing products and services that meet the needs of clients in the regions where we operate 	NPS ^{®(2)}	FY2026 Industry-leading level in Japan
 Healthy People and Society	<ul style="list-style-type: none"> Support education for future generations, support health and purpose in life, build connections with the local community 	Promoting financial inclusion in developing countries (# micro-insurance provided)	# micro insurance policies held ca. 13m
	<ul style="list-style-type: none"> Contribution to the inclusive development of sustainable society 	Offering education support programs for future generations (# attendees for the programs)	ca. 4.3000 ⁽³⁾ per year
		# employees who have participated in local volunteer activities	ca. 43,000 ⁽⁴⁾ per year

(1) Actual results in FY 2022 in case otherwise stated (2) NPS stands for Net Promoter Score which is a registered trademark of Bain & Company, Fred Reichheld, and SatMetrix Systems. The Score shown is DL's score

(3) DL and DFL (4) 3 domestic entities: DL, DFL, and NFL

Core materiality indicators

- To ensure that we address the core materiality we set, we have established indicators for each item to measure our progress, aiming for both a sustainable society and business growth

	Core Materiality	Indicators	Actual Results ⁽¹⁾	Target levels
 <p>Green Leadership</p>	<ul style="list-style-type: none"> Contribute to the realization of a decarbonized society and of recovery of natural capital 	In-house GHG emissions reduction ⁽²⁾ (Scope1&2)	62% reduction	vs FY2019 FY2030: 75% reduction FY2040: Net Zero
	<ul style="list-style-type: none"> Resolve sustainability issues through investments 	GHG emissions reduction of Investment portfolio (Scope3 Category15)	31% reduction ⁽³⁾	vs 2020 2030: 50% reduction⁽⁴⁾ 2050: Net Zero
	<ul style="list-style-type: none"> Contribute to global rule-making and disseminate opinions through participation in Japanese and international initiatives 	Cumulative total amount of sustainability-themed investment ⁽⁵⁾	Cumulative total ¥2.5tn ⁽⁶⁾ 〔o/w Environment/Climate〕 ¥1.2tn ⁽⁶⁾	By FY2029 Cumulative total ¥5tn 〔o/w Environment/Climate〕 ¥2.5tn
 <p>Proactive Governance and Engagement</p>	<ul style="list-style-type: none"> Build a sustainable management foundation that is valued by society 	ESG Composite Indices	FY2023 DJSI: Included in APAC Index MSCI: BBB	Industry-leading level in Japan
	<ul style="list-style-type: none"> Respect human rights of all stakeholders 	Diversity of talents ⁽⁷⁾	Ratio of female in executives: 13.7% in organization head: 19.1% ⁽¹⁰⁾	By 2030 Both 30%
	<ul style="list-style-type: none"> Creating a fulfilling work environment by promoting an organizational culture that leverages diverse personalities and maximizes and enhances individual capabilities 	Creation of fulfilling work (Engagement Score)	65 ⁽⁸⁾	—
		Innovation promotion (# applications of Innovation fund) ⁽⁹⁾	29 cases	30 per year

(1) Actual results in FY 2022 in case otherwise stated (2) Entire the group (3) DL's actual result on an absolute volume basis in FY2022 (4) For DL, the result is on an absolute volume basis, and for DFL, on an intensity basis (5) Sum of DL and DFL

(6) Results in FY2023 (7) Total of HD and DL (8) Total of HD and 3 domestic entities (DL, DFL, and NFL) (9) An intra-group fund system to provide financial support for innovative business ideas that can benefit the Group (10) As of April 2024, the ratio of female in executives is for HD and DL, and the ratio of female in organizational head is for HD, DL, DFL and NFL

Third Party Assurance

We have obtained third-party assurance for the following items:

<Environmental data>

● GHG emissions

- Scope 1
- Scope 2
- Scope 3 (categories 1,2,3,4,5,6,7,12,15)

● Water consumption

<Socially relevant data>

● Absenteeism rate

● Gender pay gap

For more information see our website.

<https://www.dai-ichi-life-hd.com/en/sustainability/data/index.html>



No.1811004905

Independent Verification Report

To: Dai-ichi Life Holdings, Inc.

1. Objective and Scope

Japan Quality Assurance Organization (hereafter "JQA") was engaged by Dai-ichi Life Holdings, Inc. (hereafter "the Company") to provide an independent verification on the statement of information regarding FY2023* Scope 1, 2 & 3 GHG emissions and water consumption (hereafter "the Statement"). The content of our verification was to express our conclusion, based on our verification procedures, on whether the Statement was correctly measured and calculated, in accordance with the GHG emissions and water consumption calculation standards (hereafter "the Rules") developed by the Company. The purpose of the verification is to evaluate the Statement objectively and to enhance the credibility of the Statement.

*The fiscal year 2023 of the Company ended on March 31, 2024.

2. Procedures Performed

JQA conducted verification in accordance with "ISO 14064-3" for GHG emissions from Scope 1, 2 & 3, and with "ISAE3000" for water consumption, respectively. The scope of this verification assignment covers Scope 1 & 2 energy-derived CO₂ emissions and amount of activities from Scope 1 & 2, GHG emissions from eight categories of Scope 3 (Category 1, 2, 3, 4, 5, 6, 7 and 12), and water consumption. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent each of the verification objects in the Statement. The organizational boundaries include the Head office of the Company, the head offices, branches and sales sites of the Company's 13 main subsidiary companies*, and the properties owned by The Dai-ichi Life Insurance Company, Limited in Japan.

Our verification procedures included:

- Selecting 11 sample sites for on-site assessment of Scope 1 & 2 and water consumption.
- Holding on-site assessment to check the Statement's boundaries, GHG sources and monitoring points for Scope 1 & 2 and water consumption, and monitoring and calculation system and its controls.
- Performing validation of integrated functions to check the Rules.
- Selecting 2 companies from the Company's 13 main subsidiary companies on the basis of sampling, for Scope 3 verification.
- Holding on-site verification for Scope 3 to check the calculation scenario and allocation method, monitoring and calculation system and its controls.
- Vouching: Cross-checking the GHG emissions data and water consumption data against evidence.

*The Company's 13 main subsidiary companies: The Dai-ichi Life Insurance Company, Limited, The Dai-ichi Frontier Life Insurance Co., Ltd., The Nao First Life Insurance Company, Limited, apt Insurance Co., Ltd., Vertex Investment Solutions Co., Ltd., Dai-ichi Life International Holdings LLC, Protective Life Corporation, TAL Dai-ichi Life Australia Pty Ltd, Partners Group Holdings Limited, Dai-ichi Life Insurance Company of Vietnam, Limited, Dai-ichi Life Insurance (Cambodia) PLC., Dai-ichi Life Insurance Myanmar Ltd., Dai-ichi Life Reinsurance Bermuda Ltd.

3. Conclusion

Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding the Company's FY2023 GHG emissions from Scope 1, 2 & 3 and water consumption in the Statement, is not materially correct, or has not been prepared in accordance with the Rules.

4. Consideration

The Company was responsible for preparing the Statement, and JQA's responsibility was to conduct verification of GHG emissions and water consumption in the Statement only. There is no conflict of interest between the Company and JQA.



Sumio Asada, Board Director
For and on behalf of Japan Quality Assurance Organization
1-25, Kandamachicho, Chiyoda-ku, Tokyo, Japan
June 27, 2024



The Association for
Non-Financial Information Assurance

Independent Assurance Statement

To: Dai-ichi Life Holdings, Inc.

The Association for Non-Financial Information Assurance (ANFIA) had been engaged by Dai-ichi Life Holdings, Inc. (hereinafter "Dai-ichi Life") to conduct an independent assurance with respect to the specified information on Sustainability Data prepared by Dai-ichi Life (the subject information). The aim of this statement is to provide limited assurance on the reliability and objectivity of select information included on the subject information. The scope of this assurance was described in the attached table.

Dai-ichi Life's Responsibility

Dai-ichi Life is responsible for collecting, calculating, and publishing the data necessary for the calculation of performance values in accordance with the standards it has established for the calculation and reporting of indicators (hereinafter "standards established by Dai-ichi Life").

ANFIA's Responsibility

ANFIA's responsibility is to express a conclusion of limited assurance on the subject information based on the evidence obtained and the procedures performed.

ANFIA conducted limited assurance based on our standards in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information), the ISAE 3410 (Assurance Engagements on Greenhouse Gas Statements). ANFIA has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000. ANFIA is independent of Dai-ichi Life and its affiliate and has no potential for impartiality or conflict of interest.

It should be noted that the procedures to be conducted in a limited assurance engagement are more limited than those to be conducted in a reasonable assurance engagement.

Assurance Procedures

The procedures followed by ANFIA are based on professional and expert judgment and include the following:

- Assessment of the policies and procedures for calculating the indicators covered by the assurance.
- Questions to Dai-ichi Life's personnel to understand the above policies and calculation procedures.
- Reconciliation and recalculation with the obtained evidence to ensure that the actual values of the indicators covered by the assurance are captured, aggregated, and disclosed in accordance with the standards established by Dai-ichi Life.
- Obtaining and collating data on which to base key assumptions and calculation methods.
- Confirmation of the validity of the actual values of the indicators covered by the assurance.
- Consistency with the base records for the indicators described in the subject information.