

Dai-ichi Life Holdings Human Rights Report 2024

Dai-ichi Life Holdings, Inc.
July 2024



Dai-ichi Life
Group



Table of Contents

1. Introduction	3	4. Initiatives to reduce human rights risks	23
CEO Message	4	Human rights due diligence promotion structure	24
Business overview	5	Making everyone aware of our Human Rights Policy	26
Approach to respect human rights	6	Human rights awareness raising initiatives	27
Initiatives to respect human right	7	Responding to customers	29
Overview of initiatives to respect human rights	8	Responding to business partners	32
2. Developing our policy to respect human rights	11	As a responsible investor	35
Policy and regulation structure for respecting human rights	12	Responding to employees	42
Human Rights Policy of Dai-ichi Life Group	13	Responding to changes in the external environment, etc.	46
Relationship between our Human Rights Policy and international norms	16	Participating in human rights initiatives	47
Policies and regulations related to our Human Rights Policy	17	5. Reflecting on and assessing initiatives	48
Responding to the Modern Slavery Act	18	6. Disclosing initiatives and reflecting opinions	50
3. Identifying human rights risks and assessing impacts	19	7. Remedial initiatives	53
Stakeholders involved in business processes and human rights	20	Appendix Glossary	56
Human rights risk identification, assessment, and reduction process	21		
Human rights risk map	22		

1

Introduction



CEO Message

Our group started its business with life insurance operations in Japan and has steadily expanded its business region globally and its business domains beyond life insurance. Given that many of our business activities involve people, we have inevitably undertaken initiatives that are mindful of human rights.

We revised our group philosophy in April 2024 and established three values that we cherish. Of these values is “We care,” which is based on the concept of respecting human rights.

In April 2020, we established our first “The Human Rights Policy of Dai-ichi Life Group” and have been actively advancing our human rights due diligence efforts. In April 2022, we set up the Sustainability Promotion Committee, which regularly reviews the progress of our sustainability initiatives, including human rights, and formulates further promotion measures. In April 2023, we appointed Chief Sustainability Officer, and in April 2024, we upgraded the Sustainability Promotion Office to the Sustainability Unit, clearly defining the responsibilities and responsible departments to strengthen our initiatives.

Recently, in Japan, there have been numerous scandals involving corporate human rights violations coming to light. In addition, issues such as forced labor and child labor in supply chains have become major social problems globally, reinforcing our understanding that respect for human rights is a fundamental premise of corporate management. By producing this Human Rights Report, we regularly review our group’s efforts related to human rights and, by disclosing it to the public, we hope to receive various pieces of advice regarding our policies and initiatives. We believe this will further promote our group’s initiatives to respect human rights and contribute to the realization of sustainable societies.

Values

We care

We do what’s right

We innovate

Dai-ichi Life Holdings, Inc.
President and Representative Director (CEO)

Tetsuya Kikuta



Business overview

Dai-ichi Life group (the “Group”) is a global insurance group that manages business in ten countries around the world.

In terms of domestic insurance business, the Group is working on emerging social issues that have become apparent while also innovating to provide products and services that effectively respond to digitization.

In terms of overseas insurance business, the Group has expanded into nine countries at various growth stages, including both advanced countries (stable markets) and emerging countries (growing markets and early stage markets).

To address increasingly complex social issues and diversifying customer needs, we are striving to expand our business wings in addition to our core life insurance business.

Business scale

Consolidated number of employees

59,495

Market capitalization

¥3.7 trillion

Consolidated total assets

¥67.5 trillion

Group adjusted profit

¥319.3 billion

* Figures as of the end of March 2024

Business areas





Approach to respect human rights

In alignment with the UN's *Universal Declaration of Human Rights* which states that human rights are *a common standard of achievement for all peoples and all nations*. In line with this idea, the Group responds timely to trends of the international community related to respecting human rights, and we also strive to accurately understand principles, initiatives, and guidelines related to human rights. Our goal is to foster a culture where employees act with empathy and consideration in all interactions, and to become a company rooted in the value of “respect for human rights,” dedicated to pursuing human well-being.

Awareness of negative impacts on human rights

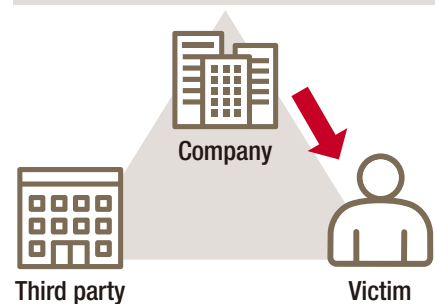
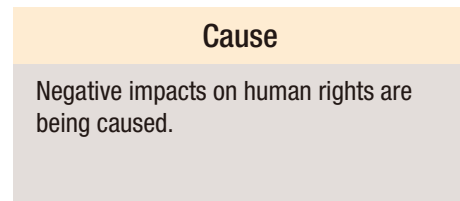
We are aware of two types of negative impacts on human rights: actual and potential negative impacts.

Actual negative impacts: impacts that have already occurred

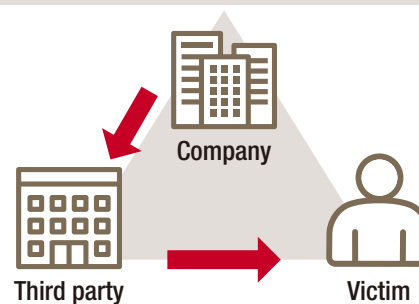
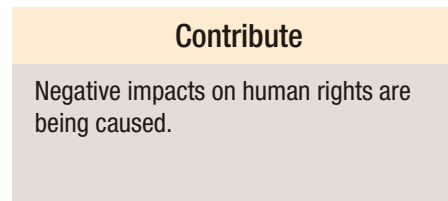
Potential negative impacts: impacts that not yet occurred but could

Three types of negative impacts on human rights

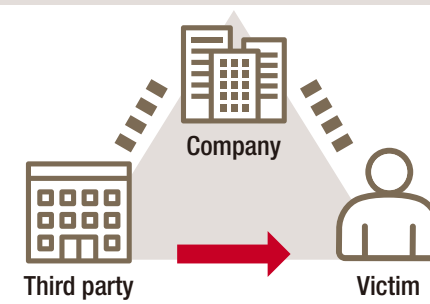
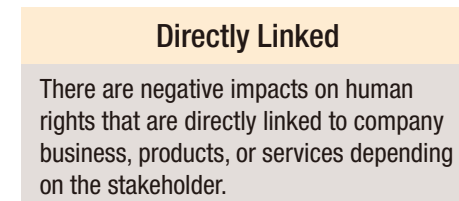
As shown by the UN *Guiding Principles on Business and Human Rights*, the Group's business includes the three types of potential human rights risks below, so we assume these three types when working on human rights due diligence.



- Superiors are inflicting power harassment on their subordinates in house.
- Customers are discriminated against at company stores.



- Outsourcing contractor employees are being forced to work long hours as a result of instructing the contractor to speed up the delivery date.



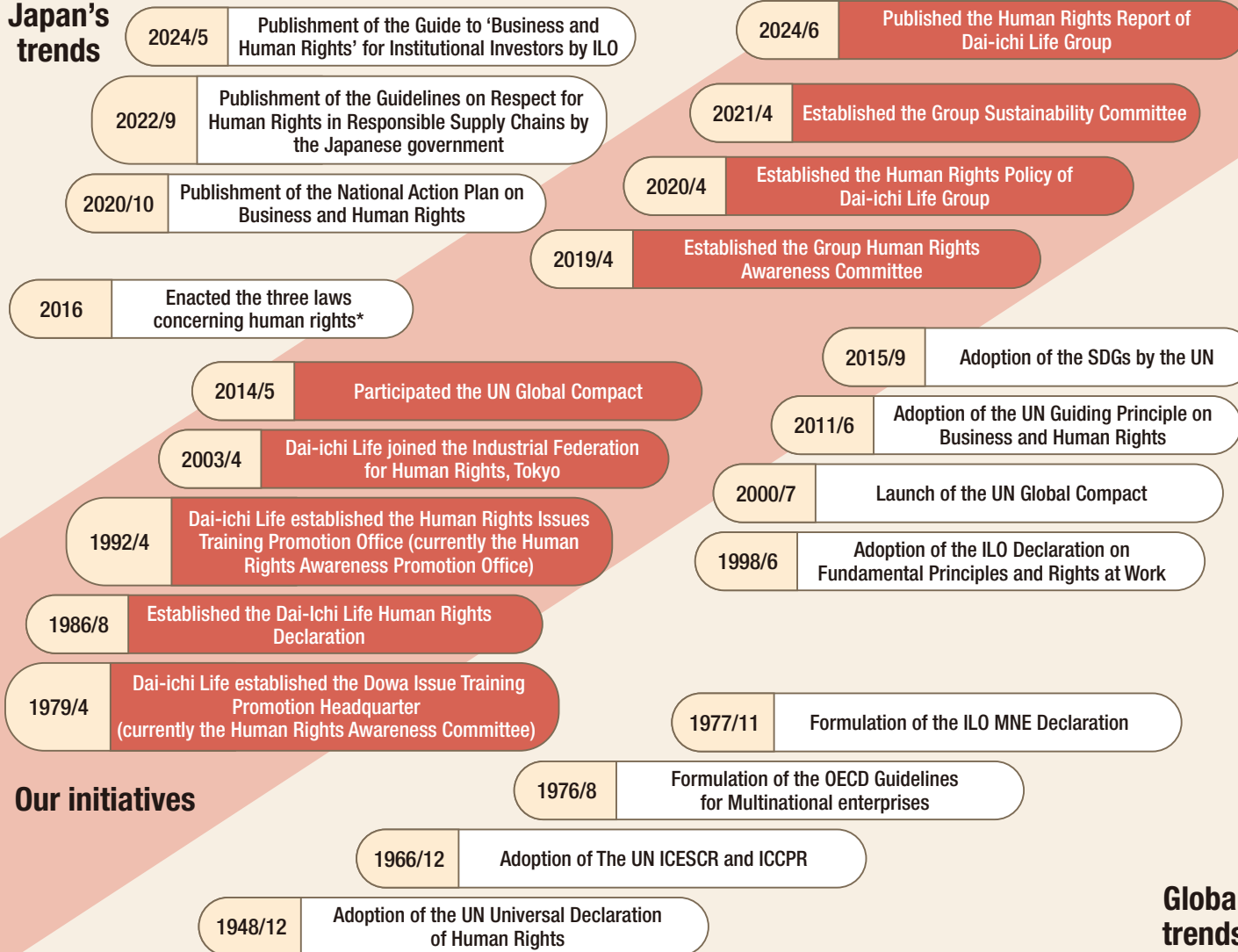
- The investee company is engaging in child labor in violation of its agreement with us.



Initiatives to respect human rights

The Group continuously monitors trends in domestic and overseas initiatives related to human rights and responds in a timely and appropriate manner.

Japan's trends



Our initiatives

Global trends

* Three human rights acts: the Act on the Promotion of the Elimination of Buraku Discrimination, Act for Eliminating Discrimination against Persons with Disabilities, and Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behavior against Persons with Countries of Origin other than Japan

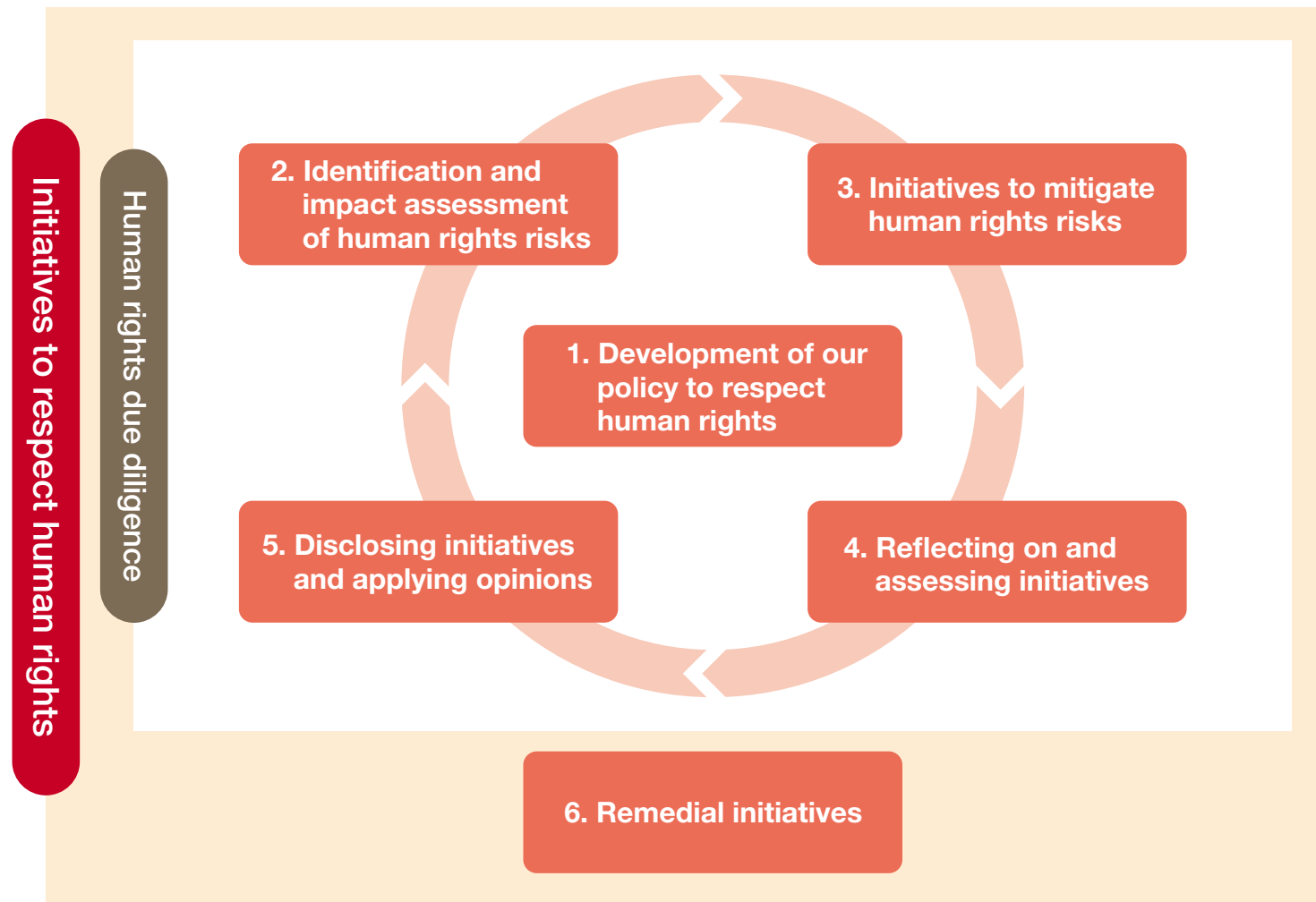


Overview of initiatives to respect human rights

The Group promotes initiatives to respect human rights in line with the human rights due diligence defined by the UN *Guiding Principles on Business and Human Rights*.

Initiatives to respect human rights

Human rights due diligence



The objective of human rights due diligence is to prevent or mitigate the potential negative impacts of business activities on human rights, and it is necessary to continuously implement initiatives based on the PDCA cycle to review the situation in accordance with environmental changes.

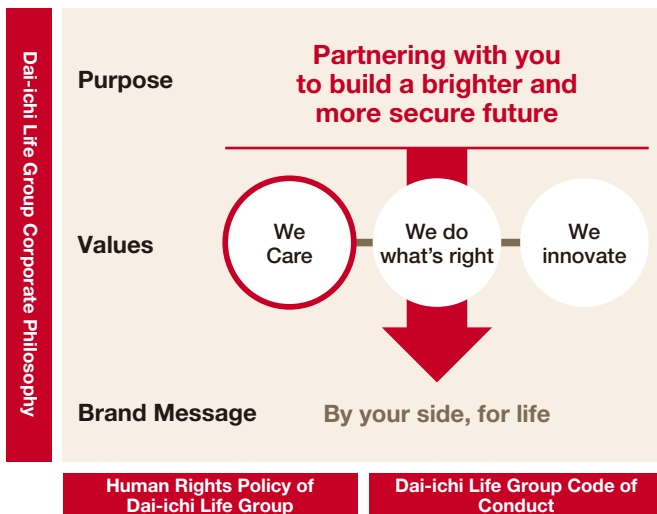


1. Development of our policy to respect human rights

(For details, please refer to p. 11 to 18.)

In our Group Corporate Philosophy, which was revised in April 2024, we established the following purpose to express the meaning of our existence in society: *partnering with you to build a brighter and more secure future*. We aspire to help realizing a society where different values and way of living of each individual are respected, and diverse happiness for a brighter future is embraced. We defined the three values to achieve this: *We care*, *We do what's right*, and *We innovate*. *We care*, one of these, is rooted in our approach based on respecting human rights.

Based on this Corporate Philosophy, we use the approach described by our *Group Human Rights Policy* and *Group Code of Conduct* as our basic approach for respecting human rights, and we strive to let all our executives and employees aware of this as we promote human rights due diligence.



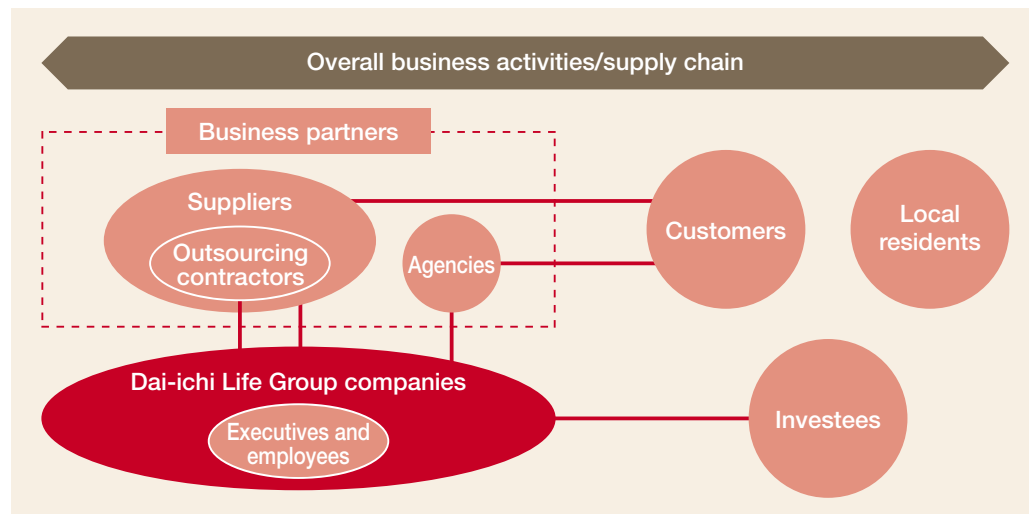
2. Identification and impact assessment of human rights risks

(For details, please refer to p. 19 to 22.)

The Group is aware of the business characteristics below in terms of considering risks related to human rights.

- ✓ We manage business globally and consist of diverse employees.
- ✓ The Dai-ichi Life Group's core business is life insurance business, which is related to *people*.
- ✓ We are a financial institution that manages received insurance premiums, etc.
- ✓ We promote business in collaboration with many business partners.
- ✓ We are expanding our business wings to encompass businesses other than life insurance business.

Based on the business characteristics above, we identify our stakeholders related to human rights of The Group shown by the following chart, then we identify human rights risks and assess impacts in terms of each company and department.





3. Initiatives to reduce human rights risks

(For details, please refer to p. 23 to 47.)

We believe that fundamental requirements for mitigating human rights risks include let all Group executives and employees in the Group aware of our Group Human Rights Policy and raising awareness of human rights. In addition, we believe it is also important to develop and implement mitigation measures specific to stakeholders related to human rights while responding to changes in the external environment, etc.



4. Reflecting on and assessing initiatives

(For details, please refer to p. 48 and 49.)

We regularly reflect on and assess the effectiveness of our initiatives to respect human rights, such as by holding meetings of relevant committees, and then report the results to the Executive Management Board and Board of Directors.



5. Disclosing initiatives and applying opinions

(For details, please refer to p. 50 to 52.)

We use our Human Rights Report and various other documents, to disclose information on the status of our initiatives to respect human rights. We then apply the opinions of both readers of our disclosed content and individuals from outside the Group who participate in dialogues and other events to our policies and initiatives when promoting them.

6. Remedial initiatives

(For details, please refer to p. 53 and 54.)

The Group has established both an internal consultation desk and an external consultation desk that is independent of our management. Regarding consultations handled by these desks, we protect whistleblowers as we strive to resolve any issues and restore any damage caused by incidents, while also providing in-house training aimed at preventing their recurrence by sharing information on the incident.



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Developing our policy to respect human rights

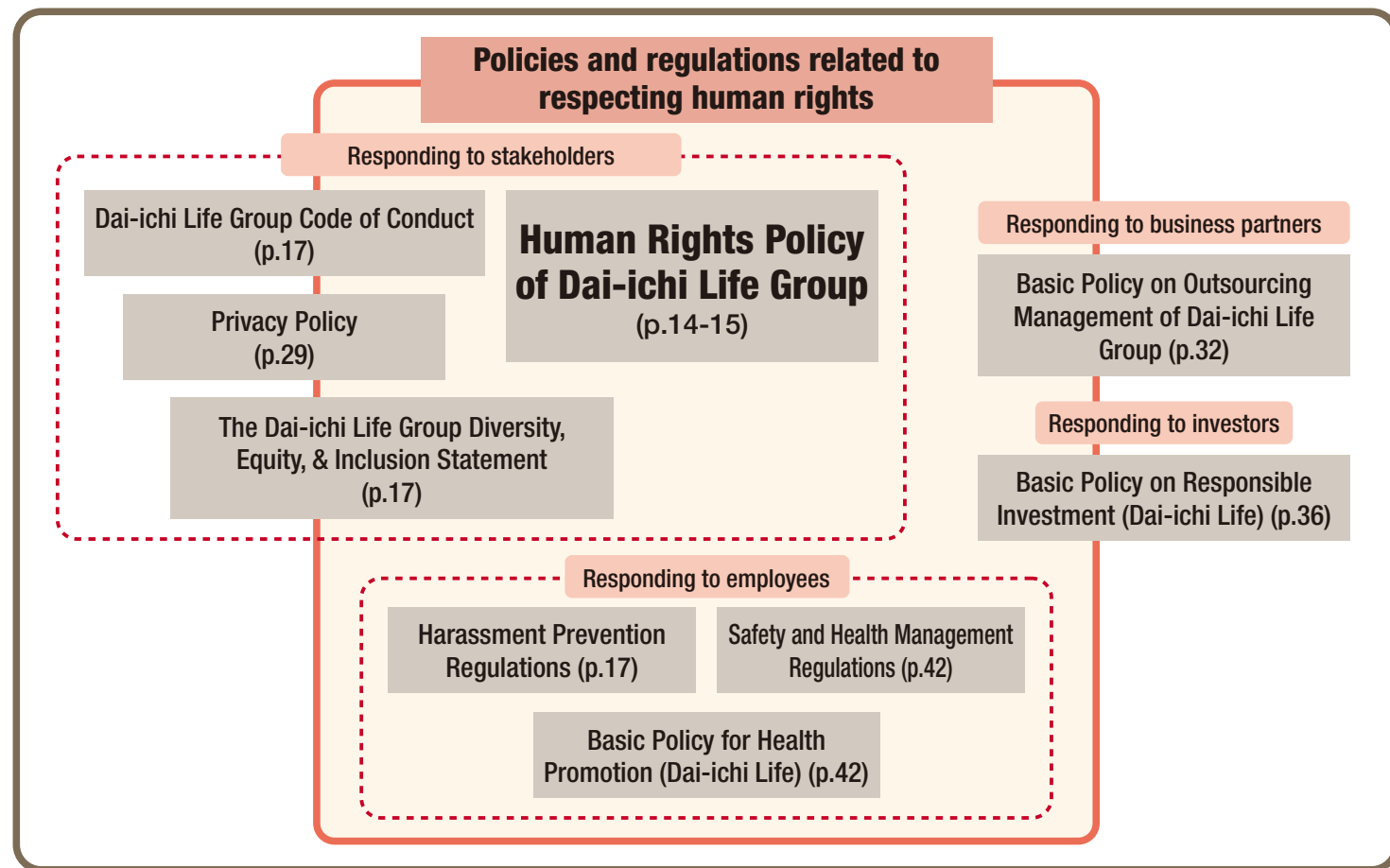


Policy and regulation structure for respecting human rights

To ensure that human rights are respected, We have established the *Human Rights Policy of Dai-ichi Life Group* and various other policies and regulations. We strive to let all our executives and employees aware of them and to pursue initiatives that lead to meaningful action.

Policy and regulation structure for respecting human rights

The Group defined the *Human Rights Policy of Dai-ichi Life Group* as a basic policy for respecting human rights. We have also developed *Harassment Prevention Regulations*, etc. as policies to prevent human rights violations. Our other policies and regulations also incorporate items aimed at respecting human rights and preventing human rights violations, and they present an approach that leads to suitable employee awareness raising and behavior.





2

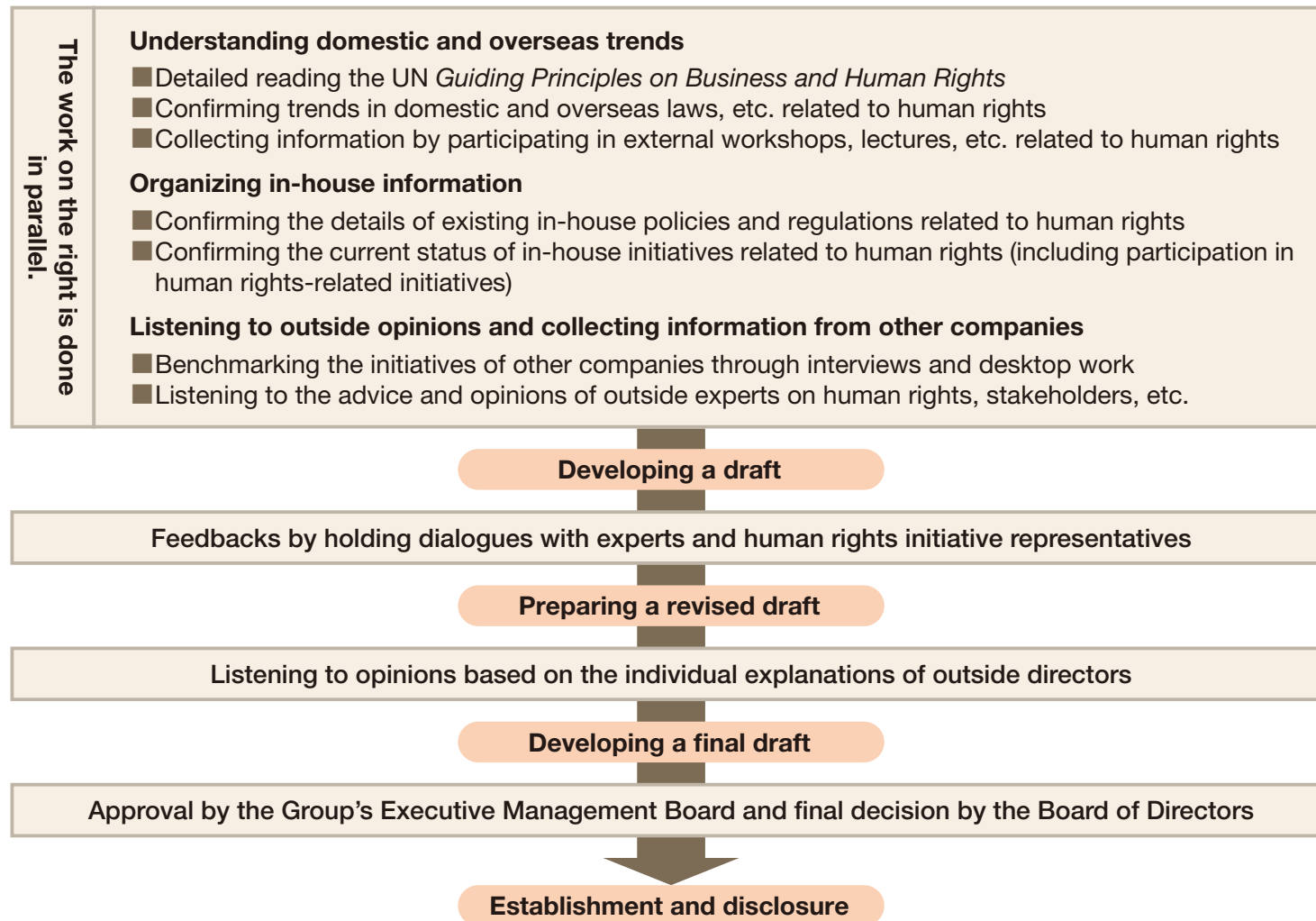
Developing our policy to
respect human rights

Human Rights Policy of Dai-ichi Life Group

The Group developed the *Human Rights Policy of Dai-ichi Life Group* in April 2020 following extensive information gathering from various perspectives and consultations with stakeholders.

Human Rights Policy establishment process

We established our Human Rights Policy through the process below.





1. Introduction

Since its founding in Japan in 1902, the Dai-ichi Life Group has contributed to people's secure and prosperous living and the development of local communities through the provision of life insurance and related services.

The Dai-ichi Life Group recognizes that our business operations need to be conducted in line with social expectations. Through the course of our business, we understand that our activities could impact human rights.

The need to respect and proactively protect human rights is embedded within the Dai-ichi Life Group Code of Conduct. We respect the culture and customs in each country and region and operate in a way that contributes to local development. We respect human rights of all people and actively promote human rights awareness. With one of the values of the Dai-ichi Life Group Principles, "We care", we care for our customers, business partners, employees, and the communities and environment in which we operate.

This Human Rights Policy further outlines the global approach for putting into practice "respect for human rights" as described in the Dai-ichi Life Group Code of Conduct, in line with the United Nations' "Guiding Principles on Business and Human Rights". This policy applies to all executives and employees of the Dai-ichi Life Group companies. This policy has been approved by the Board of Directors. In order to prevent and correct human rights issues, the Group Sustainability Committee, chaired by Chief Sustainability Officer, will instill this policy within the group and promote efforts based on this policy. In addition, the Group Human Rights Awareness Committee, chaired by the officer in charge of the human resources unit, will promote human rights awareness efforts.

2. Our Commitment to the Standards and Initiatives Related to Human Rights

The Dai-ichi Life Group strives to fulfill its responsibility to respect human rights by not infringing on human rights of stakeholders affected by our operations, or through our business partners. The Dai-ichi Life Group prohibits child labor and forced labor and human trafficking. The Dai-ichi Life Group respects internationally recognized human rights, including those expressed in the International Bill of Human Rights and the Core Labor Standards of the ILO. We also comply with the applicable laws of the countries and regions where we operate and support the OECD Guidelines for Multinational Enterprises Responsible Business Conduct. Furthermore, the Dai-ichi Life Group upholds, and has become a signatory to, the UN Global Compact and Women's Empowerment Principles.

If internationally recognized standards are higher than or in conflict with local laws, we seek ways to honor the principles of internationally recognized human rights while complying with the local laws. The Dai-ichi Life Group is committed to conducting appropriate human rights due diligence to prevent or mitigate negative impacts that our business operations could have on human rights. If we identify that we have caused or contributed to negative impacts, we endeavor to remediate such impacts. We also work to integrate human rights perspectives in our existing operational procedures.



3. To Executives and Employees

The Dai-ichi Life Group requires all executives and employees to respect human rights.

We are also committed to ensuring equal opportunities for all employees, promoting diversity, equity and inclusion, and do not tolerate discrimination for any reason, including nationality, race, ethnicity, age, religion, thought and beliefs, gender, birth, disability, sexual orientation and gender identity. In recruiting activities, we will respect human rights and work on fair selection. In addition, we do not tolerate any form of harassment, such as any words or actions that would impair the dignity of an individual nor any other behavior that could constitute as physical or mental harassment.

The Dai-ichi Life Group will create a support system that enables every employee to take an active role in eliminating concerns and worries at work.

4. To Customers

The Dai-ichi Life Group strives to respect the human rights of the customers, not only through preventing or mitigating negative human rights impacts that could be related to our products and services, but also through promoting social inclusion and empowerment of all customers.

5. To Financial Institutions

The Dai-ichi Life Group is committed to respecting human rights when investing and lending. We will incorporate the perspective of respect for human rights in investment decisions and stewardship activities.

6. To Business Partners

The business activities of the Dai-ichi Life Group are supported by suppliers who provide goods and services to us, such as facilities, information systems, and outsourcing, as well as other business partners, such as agencies who sell insurance products on our behalf. We expect all of our business partners to respect human rights.

7. To Local Residents

The Dai-ichi Life Group strives to respect the human rights of local residents in which it conducts business activities.

8. Training and Awareness-raising

The Dai-ichi Life Group works to raise awareness on human rights based on our belief that respect for human rights is fundamental to our business. We consider ourselves to be a people first organization. We believe that it is important to continuously implement awareness-raising activities on human rights for our executives and employees to properly understand human rights issues and integrate this knowledge into their day-to-day activities. The person in charge of the Human Rights Awareness-Raising at Dai-ichi Life Holdings will promote human rights awareness and training across the group.

9. Disclosure and Engagement

The Dai-ichi Life Group regularly discloses our efforts related to human rights on our website. We will continuously work on developing appropriate mechanisms to capture concerns about human rights issues. The Dai-ichi Life Group places importance on engagement with our stakeholders (purpose-led dialogue), in order to enhance transparency and ensure we act responsibly. Through such dialogues, we received valuable input from our stakeholders during the development of this policy. We continue to seek feedback from our stakeholders to enhance this policy as necessary.



Relationship between our human rights policy and international norms

The Group complies with various international norms related to human rights, endorses the objectives of human rights initiatives, and applies these approaches to the *Human Rights Policy of Dai-ichi Life Group* and the Group's initiatives.

Relationship between the Human Rights Policy of Dai-ichi Life Group and international norms and initiatives

International Bill of Human Rights

The *International Bill of Human Rights* is a collective name for the *Universal Declaration of Human Rights* and the *International Covenants on Human Rights* (the *International Covenant on Economic, Social and Cultural Rights* and the *International Covenant on Civil and Political Rights*), and it represents the first official recognition by the international community that all people are born with the same basic human rights.

Our Human Rights Policy expresses our commitment to respecting human rights based on the International Bill of Human Rights.

UN Guiding Principles on Business and Human Rights

The *UN Guiding Principles on Business and Human Rights* are based on three pillars—the state duty to protect human rights, the corporate responsibility to respect human rights, and access to remedy—and these principles request that states and companies to pursue initiatives aimed at protecting and respecting human rights. We have established our Human Rights Policy in line with these principles.

Core Labor Standards of the ILO

The Core Labor Standards of the ILO stipulate ten conventions in five sectors (protection of *freedom of association and recognition of the right to collective bargaining*, *prohibition of forced labor*, *prohibition of child labor*, *elimination of discrimination in terms of employment and occupation*, and *safe and healthy workplace environment*). We have expressed our commitment to respecting human rights based on these standards in our human rights policy.

OECD

Guidelines for Multinational Enterprises on Responsible Business Conduct

Under the *OECD Guidelines for Multinational Enterprises on Responsible Business Conduct*, it is recommended that companies implement human rights due diligence.

We have expressed support for these guidelines in our human rights policy.

UN Global Compact

The UN Global Compact was established in July 2000, and it promotes effective support and implementation for companies and organizations around the world via ten voluntary action principles related to human rights, labor, the environment, and corruption prevention. We endorse the objectives of the Global Compact and therefore signed it in May 2014.

Japanese government's

National Action Plan on Business and Human Rights

In September 2020, the Japanese government disclosed its *National Action Plan on Business and Human Rights*, which expressed the expectation that companies introduce human rights due diligence processes. We promote human rights due diligence in line with the objectives of this plan.



Policies and regulations related to our Human Rights Policy



Dai-ichi Life Group Code of Conduct

Dai-ichi Life Group defined the *Dai-ichi Life Group Code of Conduct* as its most basic guidelines for implementing its Group company philosophy by having all executives and employees think and act based on principles, and one *basis for behavior* established by our Code of Conduct is *respect for human rights*.

Respect for human rights

We respect the human rights of all people and actively work to raise awareness of human rights. We do not discriminate or tolerate discrimination for any reason, including based on nationality, race, ethnicity, age, religion, thoughts and beliefs, gender, birth, disability, sexual orientation and gender identity.

Harassment Prevention Regulations

The purpose of these regulations is to prevent sexual harassment in the workplace as well as power harassment and other forms of harassment related to pregnancy, childbirth, childcare leave, caregiving leave, etc. by stipulating items that executives and employees must comply with as well as employment management measures related to problems caused by such harassment.

The Dai-ichi Life Group Diversity, Equity, & Inclusion Statement

Our *Diversity, Equity & Inclusion Statement*, which was defined in February 2024, describes our commitment to establishing an organization in which our diverse employees respect each other as they proactively take on the challenge of creating new value in an environment that enables them to advance toward their own work style. Based on this statement, the Group will continue to effectively promote diversity, equity, and inclusion to achieve overall growth and corporate value improvement of the Group, thereby contributing to the sustainable development of our society.

The Dai-ichi Life Group Diversity, Equity, & Inclusion Statement

At Dai-ichi Life Group, a diverse, equitable and inclusive environment opens a world of opportunities for our people.

We hold a collective, aspirational commitment to creating an environment where our people feel safe, respected, valued and heard at work cultivating a sense of belonging.

We believe inclusive teams with diverse backgrounds, experiences and thinking are essential in enabling our people to innovate, grow and develop.

Advancing Diversity, Equity and Inclusion will help us realize our Group's Brand Message

"By your side, for life" for our customers, partners and communities.



Responding to the Modern Slavery Act

TAL, the Australian subsidiary of the Group, has made annual statement to the Australian government since 2020, in accordance with the Australian Modern Slavery Act enforced in 2019. TAL remains dedicated to preventing forced labor and human trafficking across its business, including within the supply chains.

Australian Modern Slavery Act 2018, which came into force in January 2019, aims to prevent human rights violations such as forced labor and child labor in the supply chains by promoting voluntary corporate initiatives through mandatory information disclosure.

Companies (business entities) that satisfy the two requirements below are subject to this act. Even domestic Japanese companies have an obligation to disclose the required information if they satisfy the requirements below.

(1) Revenue requirement

An entity which has a consolidated revenue of at least 100 million Australian dollars for the reporting period.

(2) Business execution requirement

An Australian entity or an entity which carries on business in Australia for the reporting period.



Modern Slavery Statement 2023



Key points of TAL's Modern Slavery Statement 2023

- TAL has identified 12 supply chains related to its business, which is mainly focused on life and income protection insurance. This encompasses distribution, claims, underwriting and customer care.
- As TAL operates in the regulated Australian Financial Services environment, and within a highly regulated labour market with award safeguards in place for employees in most industries, the risk of modern slavery in our operations on shore is assessed as low. The key risks for TAL are in the operations that are performed offshore and the products and services that are sourced, either wholly or in part, outside of Australia.
- TAL engages with a third-party supplier to analyse the modern slavery risk within its supply chains and to identify high risk suppliers. TAL has performed due diligence on all high risk suppliers in line with the due diligence approach ratified by TAL's Board Risk Committee. No deficiencies were identified through the due diligence process.
- TAL also has an ongoing assessment and monitoring process in place by requiring high risk suppliers to provide with an annual Modern Slavery Statement. TAL takes steps to assess the accuracy and efficacy of these statements on an annual basis.

3

Identification and impact assessment of human rights risks



3

Identification and impact
assessment of human
rights risks

Stakeholders involved in business processes and human rights

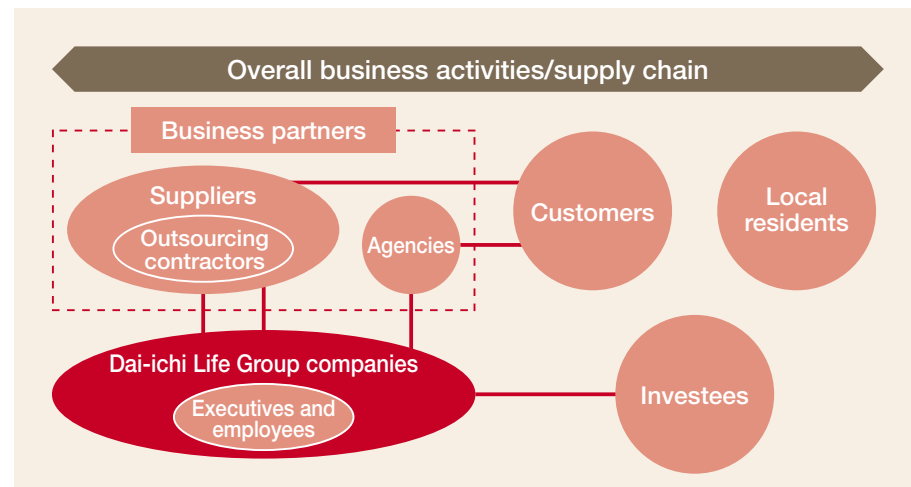
When identifying human rights risks and assessing their impacts, we organize our entire business, including the supply chain, into distinct processes based on their characteristics. For each process, we identify relevant human rights stakeholders.

When organizing the processes below in line with the nature of each business, we identify human rights risks and assess impacts from the perspectives of the human rights-related stakeholder in each business process.

Category	Business process	Assumed stakeholders
Insurance	Product development and planning	Policyholders, insured persons, and beneficiaries
	Publicity and recruitment	Consumers
	Underwriting	Policyholders and insured persons
	Preservation procedures	Policyholders
	Assessment and payment	Beneficiaries
Management	Investments	Stakeholders related to business of investee companies
Business management	Labor management	Employees (including subsidiaries and affiliates)
	Hiring	Job applicants
	Other ^(*)	Stakeholders related to each business (local residents, etc.)

* Other includes corporate planning, general affairs, internal control, system management, new business development, etc.

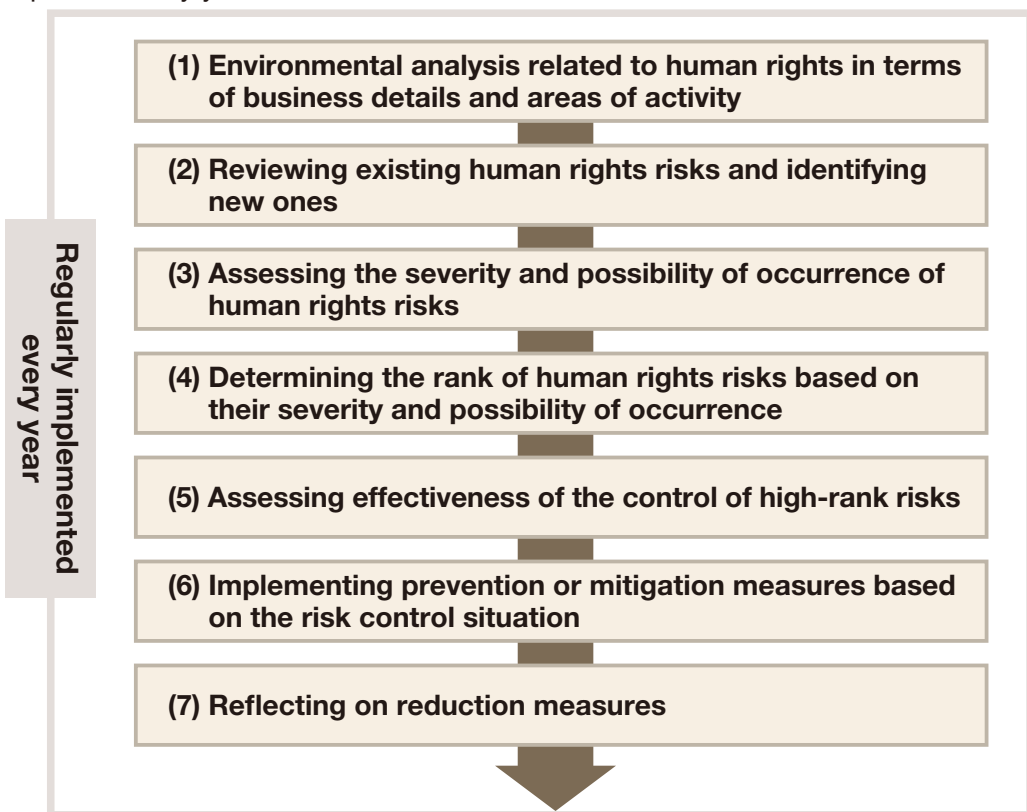
In addition to the above, we assume that there are human rights-related stakeholders involved in the business of our business partners involved in each business process.





Human rights risk identification, assessment, and reduction process

Identification of human rights, risk assessment and development of mitigation measures are conducted by the following process. This process is regularly repeated every year to increase its effectiveness.



Notes on identifying human rights risks

Core Labor Standards of the ILO (*)

In the *Dai-ichi Life Group Human Rights Policy*, the *ILO Core Labour Standards*, for which respect is expressed, are included as a note for identifying human rights risks.

* The *ILO Core Labour Standards* are presented as the minimum standards that must be followed in the *International Labour Standards* stipulated by the *International Labour Organization*, and they include the following five items:

- Freedom of association and recognition of the right to collective bargaining
- Prohibition of forced labor
- Prohibition of child labor
- Elimination of discrimination in terms of employment and occupation
- Safe and healthy workplace environment

Other notes

We also pay attention to the perspectives below when identifying human rights risks.

- Prohibition of human trafficking
- Involvement with the local community
- The socially vulnerable (women, sexual minorities, children, indigenous people, immigrants, external workers, etc.)
- Employees of the Group

Offices subject to initiatives

Dai-ichi Life Holdings and Dai-ichi Life Group: 43 domestic and overseas companies Dai-ichi Life: 90 domestic offices

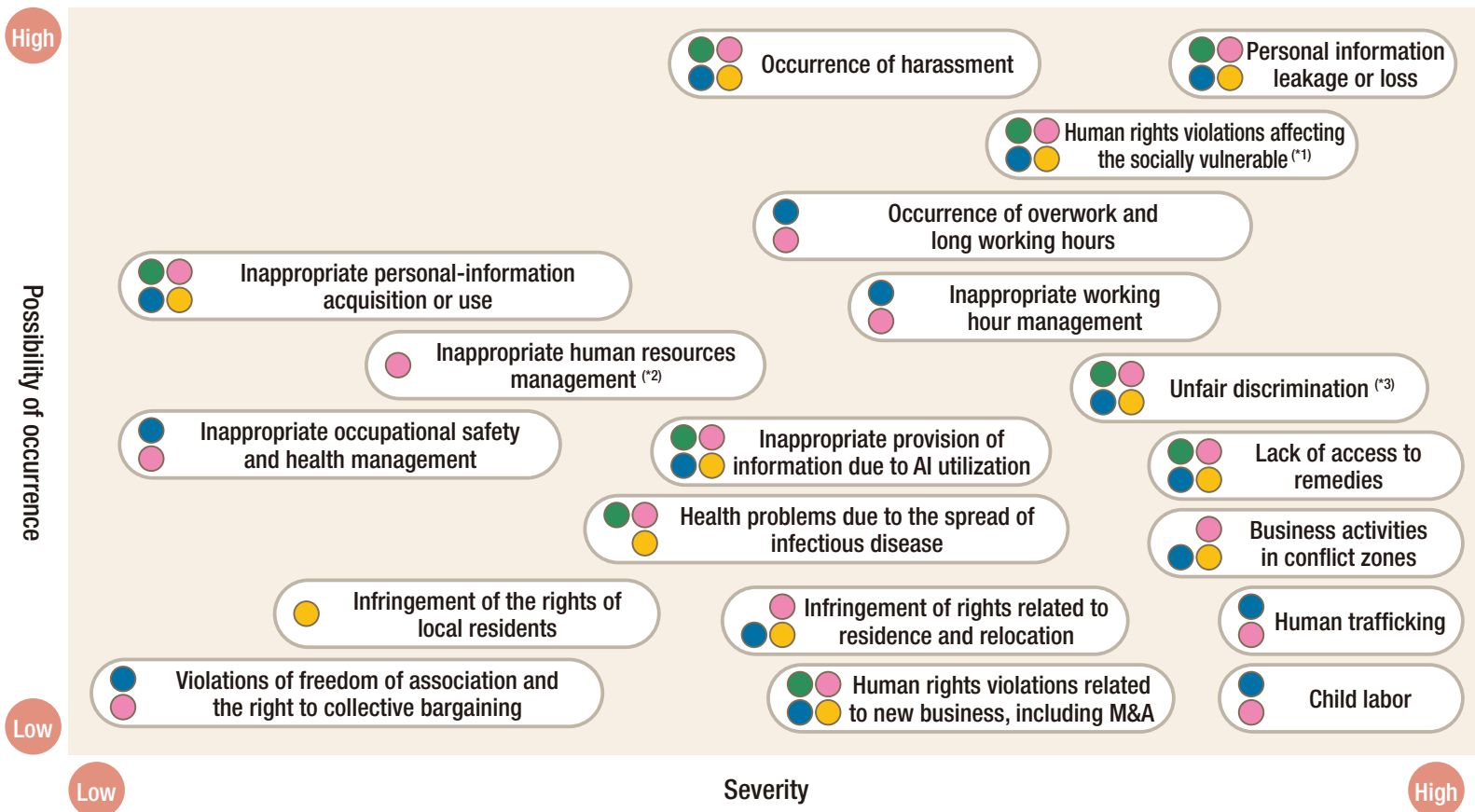
(current as of the end of June 2024)



Human rights risk map

Our human rights risk map for FY2023 is shown below. This map is the result of mapping the *severity* and *possibility of occurrence* of both human rights risks identified for business departments of each domestic group company and human rights risks assumed to exist in relation to our business areas—including overseas—, future environmental changes relevant to our business details, and the expansion of our business. When we prepare the risk map, we applied the opinions of human rights experts from outside the Group and stakeholders as well. In addition, based on this risk map, we have formulated key initiative themes related to raising awareness of human rights (refer to page 28).

This risk map covers risks related to our overall business, including the supply chain, and excludes investees. However, we are aware that similar human rights risks exist for our investee companies, so we pursue the initiatives described on p. 35 to 41 for them.



Stakeholders related to human rights	Risk reduction measure reference page
Customers (insurance stakeholders, etc.)	p.29–31
Business partners	p.32–34
Investees	p.35–41
Employees (including group employees, subsidiary/affiliate employees, and job applicants)	p.42–45
Other stakeholders (local residents, etc.)	p.46

(*) Socially vulnerable
Women, children, persons with disabilities, elderly persons, sexual minorities, foreign residents, indigenous people, etc.

(*) Human resources management
Handling of assessment, treatment, transfers, hiring, leaving the company, etc.

(*) Discrimination
Discrimination based on nationality, race, ethnicity, age, religion, creed, gender, birthplace, disabilities, sexual orientation, sexual identity, etc.



4

Initiatives to reduce human rights risks

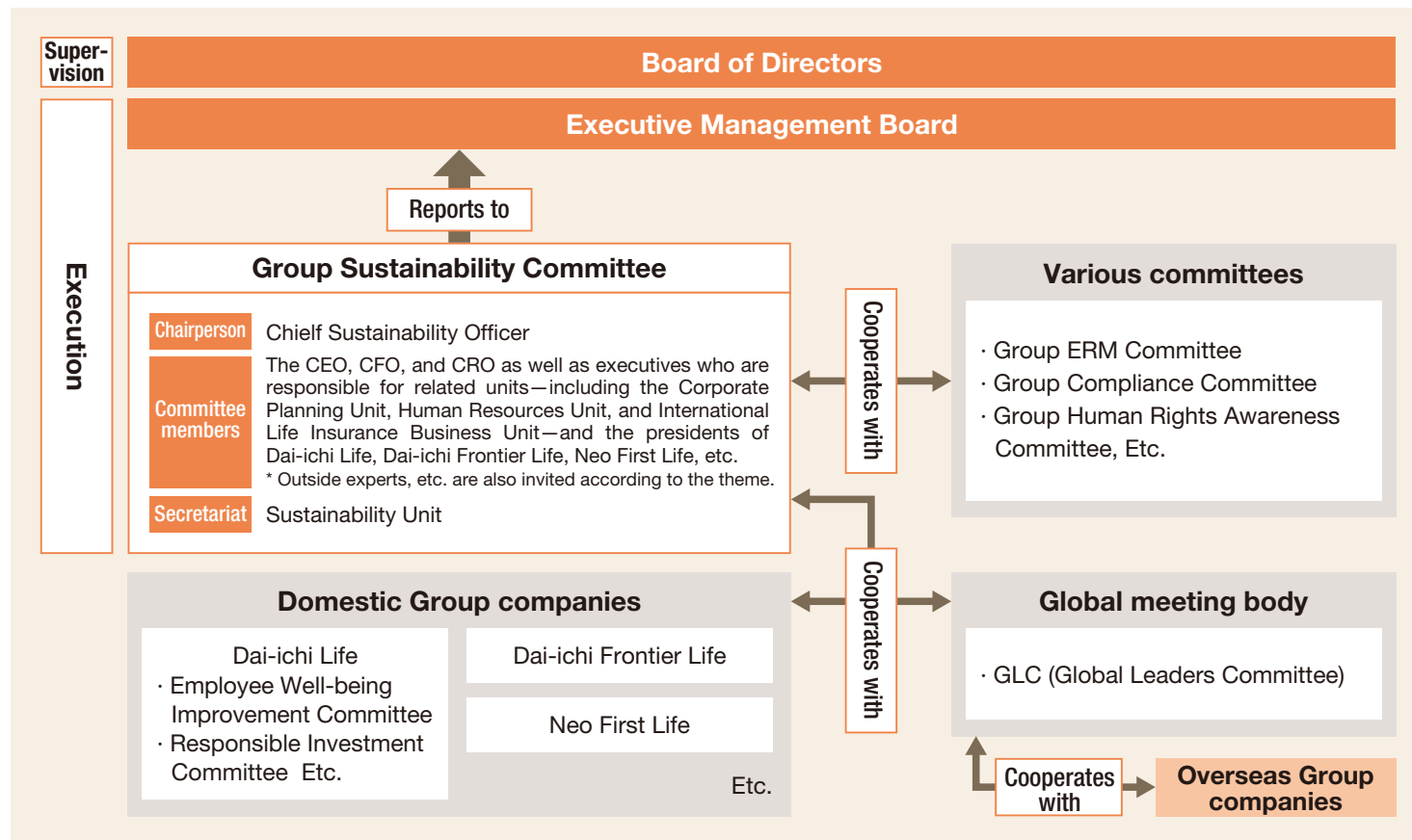


Human rights due diligence promotion structure

The Group has established the Group Sustainability Committee to promote initiatives related to sustainability, including respect for human rights. Initiatives are discussed by this committee and are regularly reported to the Executive Management Board and the Board of Directors. These initiatives are supervised by the Board of Directors. In addition, the Group Human Rights Awareness Committee defines key themes to raise awareness of human rights and promotes human rights initiatives.

Sustainability promotion structure

The Group has established a sustainability governance centered on the *Group Sustainability Committee*. In addition, *Chief Sustainability Officer*—who was appointed in April 2023—is responsible for promoting our Group Sustainability Strategy and chairs the Group Sustainability Committee. Initiatives including human rights are discussed by the above committee and regularly reported to the Executive Management Board and the Board of Directors. These initiatives are supervised by the Board of Directors.





Human rights due diligence promotion structure

The Group Sustainability Committee discusses the sustainability initiatives of the Group—including human rights—and the Group Human Rights Awareness Committee discusses initiatives aimed at raising the human rights awareness of Group employees. These two committees cooperate as they promote initiatives related to human rights due diligence.

	Group Sustainability Committee	Group Human Rights Awareness Committee
Chairperson	Chief Sustainability Officer	Executive officer in charge of human resources
Committee members	Appointed executive officers	Appointed department managers
Meeting frequency	Generally four times a year or as necessary	Generally once a year or as necessary
Discussion items	Sharing awareness regarding environmental changes and issues related to sustainability, including human rights, reflecting on initiatives, and formulating response measures	Sharing awareness regarding environmental changes, the status of group initiatives, and issues related to raising awareness of human rights, and formulating response measures
Committee secretariat	Sustainability Unit	Human Resources Unit
FY2023 agenda	<p>Human rights-related agenda items</p> <p><i>Report</i></p> <ul style="list-style-type: none"> · Trends in domestic and overseas human rights initiatives and the Group's initiatives · Issues based on external assessment results, domestic and overseas human rights problems, etc. <p><i>Deliberation</i></p> <ul style="list-style-type: none"> · Initiative course and progress · Responses based on the UN's visit to Japan for research purposes, recent corporate human rights scandals, etc. 	<p><i>Report</i></p> <ul style="list-style-type: none"> · Reflecting on FY2022 initiatives <p><i>Deliberation</i></p> <ul style="list-style-type: none"> · FY2023 initiative policy <p><i>Exchange of views</i></p> <ul style="list-style-type: none"> · Harassment prevention (initiatives of each organization and future response)



Making everyone aware of our Human Rights Policy

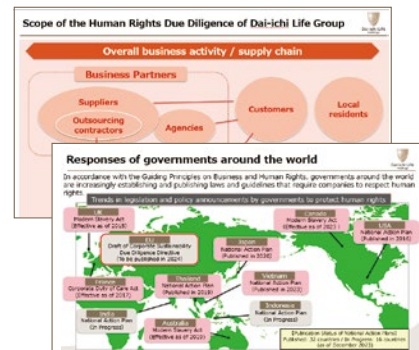
Ever since the Group defined its Group Human Rights Policy, we have strived to let every group executive and employee aware of the policy and deepen their understanding of its contents, specifically by providing educational materials on the policy to all group companies every year since FY2020, including overseas.

Providing educational materials related to our human rights policy to all Group companies

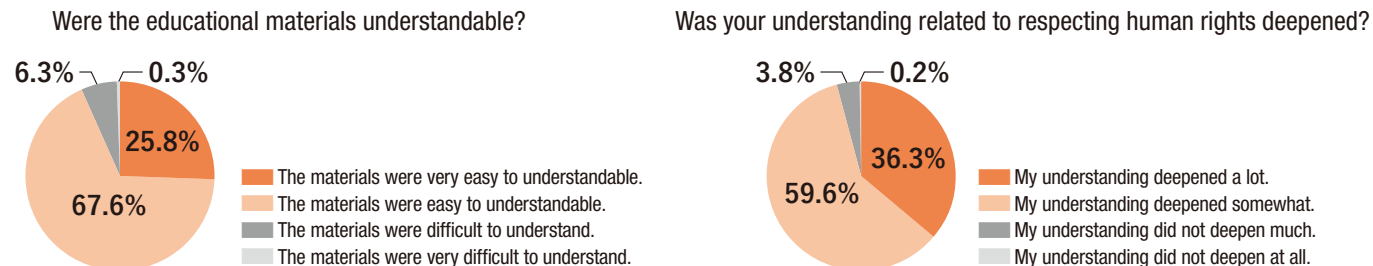
In FY2023, we provided educational materials on our human rights policy to all Group companies in the form of videos and data (including English versions overseas). The results of our post-viewing questionnaire show we successfully promoted a deeper understanding of our human rights policy.

FY2023 educational material contents

Human rights at the foundation of life/ Cases of human rights abuses by companies / UN Guiding Principles on Business and Human Rights / Human rights due diligence / Three Types of Corporate Human Rights abuses/ Scope of the Human Rights Due Diligence of Dai-ichi Life Group / Responses of governments around the world/ Response of the Japanese Government / Overview of the Human Rights Policy of Dai-ichi Life Group / Impact of human rights due diligence on corporate performance and corporate value / Emerging human rights issues/ Closing



Post-viewing questionnaire results (Group company totals by the response deadline)



Additional comments and impressions

- It was a good opportunity to reaffirm my understanding of the fact that making unreasonable demands to outsourcing contractors can lead to human rights violations. (A domestic employee)
- I reaffirmed the importance of continuing education based on the need to optimize human rights measures, including considering human rights in terms of AI. (A domestic employee)
- I learned that human rights violations can have wider ranging impacts than I first assumed. (A domestic employee)
- In terms of the examples of human rights violations by companies, I think it would be better to add some case studies that are more relevant to the Group. (A domestic employee)
- Learning more about global trends seems useful for promoting respect for human rights. (An overseas employee)
- I learned about the impacts of climate change and technological progress on human rights. (An overseas employee)



4

Initiatives to reduce
human rights risks

Human rights awareness raising initiatives

We customize the contents of training to raise awareness of human rights according to trainee attributes, etc..

Our aim is to embed the concept of human rights respect into the mindset of executives and employees and to foster the development of individuals who can act upon these principles.

Our approach to raising awareness of human rights

**Take
self-motivated
positive
action.**

Gain the ability to consider the situation from the perspective of minorities, and proactively take action

- Train LGBTQ supporters (allies) as well as human resources capable of responding in line with the needs of persons with disabilities, the elderly, etc.
- Continue conducting activities to increase the number of supporters, including *tours of Dai-ichi Life Challenged Co. Ltd.* and *participation in LGBTQ events* targeting DE&I* promotion/human rights awareness raising advisors.

**Never do
anything that
fails to respect
human rights.**

When taking action, first consider whether there are any *human rights* problems

- Required training for managers and superiors
- Human rights awareness training for newly appointed organizational managers, etc. (DE&I workplace penetration, harassment prevention, etc.)
- Individual training to prevent harassment and microaggression (selection of trainees based on 360-degree assessments, etc.)

**Never forget
the importance of
human rights.**

Repeatedly provide awareness training and establish a base of employees who consider human rights now and then

- E-learning training for all employees (repeated provision of e-learning and videos to provide basic knowledge that includes our DE&I approach, respect for human rights, persons with disabilities, LGBTQ, and the problem of discrimination against burakumin (outcast communities))
- Basic training for newly hired employees (new graduate hires, mid-career hires, and sales representatives)

* DE&I: stands for diversity, equity & inclusion.



Implementing theme-specific human rights awareness training

The Group has appointed a person in charge of raising awareness of human rights. Every year, the Group selects key initiative themes related to raising awareness of human rights and calls the attention of all executives and employees to human rights issues through position-specific training and various meetings.

In addition, we implement online and group training related to LGBTQ and persons with disabilities for the *DE&I promotion/human rights awareness raising advisors* appointed for each department in an effort to expand the footprint of related supporters and promoters.

Key initiative themes for raising awareness of human rights in 2023

- Harassment prevention
- Correctly understanding the Dowa problem
- Promoting normalization
- Promoting an understanding of LGBTQ issues

Major types of training provided in FY2023

Training theme	Training details	Implementation timing
Group Human Rights Policy	The purpose of this training is to explain domestic and overseas trends related to human rights, the purpose of establishing the Group Human Rights Policy and its details, promote an understanding of this policy, and raise awareness of the importance of respecting human rights.	Providing of position-specific training materials for Group companies (May, October, and December)
		Providing of an educational <i>Dai-ichi Life Group Human Rights Policy</i> video (in Japanese and English) to domestic and overseas Group companies (February)
Harassment prevention	The purpose of this training is to let trainees aware of the fact that harassment is a serious human rights violation that can decrease employee productivity, weaken our brands, and lead to major losses of time and cost, while also promoting an understanding of words and actions as a means of preventing such harassment.	Position-specific human rights training (May, October, and December)
		Implementation of a 360-degree assessment (August)
		Human rights training session for transferred employees and secondees (November)
		Human rights awareness training for managers and chief engineers (December)
		Human rights awareness training for new organizational managers (March)
Ensuring a correct understanding of the <i>Dowa problem</i> (discrimination against burakumin (outcast communities))	The purpose of this training is to promote an accurate understanding of the Dowa problem as a currently ongoing series of human rights violations based on research and recent examples.	Position-specific human rights training (May, October, and December)
		Human rights awareness training for new organizational managers (March)
Promoting normalization	The purpose of this training is to facilitate mutual understanding and achieve a <i>psychologically barrier-free</i> environment by deepening understanding of disabilities, respecting the human rights of persons with disabilities, and raising awareness of the importance of thinking and acting based on the perspectives of such persons.	Position-specific human rights training (May, October, and December)
		Training employees who interact with customers to read or write on their behalf (September)
		Human rights awareness training for new organizational managers (March)
Promoting an understanding of LGBTQ issues	The word <i>LGBTQ</i> has been more common, but the purpose of this training is to deepen the understanding of this concept and convey the importance of being aware of the fact that there are always affected persons nearby.	Position-specific human rights training (May and December)
		Sponsorship of work with Pride 2023 (November)
		Seminar for DE&I promotion/human rights awareness raising committee members (August)
		Human rights awareness training for new organizational managers (March)



Responding to customers

The Group strives not only to prevent or mitigate negative impacts on human rights related to the delivery of insurance products and services but also to promote the social inclusion and empowerment of all customers in order to respect their human rights.

Protection of personal information

To improve the quality of its management, the Group strives to protect personal information by complying with the *Act on the Protection of Personal Information* as well as laws and regulations related to the use of numbers, etc. that could be used to identify specific individuals in terms of administrative procedures. The items below have been disclosed as our *Privacy Policy*.

Privacy Policy

1. Purpose of using personal information
2. Types of personal information collected and held
3. How personal information is collected
4. Provision of personal information
5. Protection of personal information
6. Requests for details of or corrections to Retained personal data
7. Revisions to policies for the protection of personal information

In addition, we have defined the *Group Information Assets Protection and Management Basic Policy* as well as the *Group Information Assets Protection and Management Regulations* to clearly our management methods. We also regularly provide related education and training to employees.

In addition to the in-house management of information, we have designed governance to assess whether external contractors manage information in line with the Act on the Protection of Personal Information and other relevant laws and regulations.



Responding to the socially vulnerable

Explanations to elderly customers

At the insurance contract sign off by elderly customers^{*1}, Dai-ichi Life and other domestic group companies always request the attendance of their children and/or grandchildren to support ensuring sufficient understanding of product details and disadvantages as well as the ability to reliably and promptly receive insurance claims and benefits when covered risk events happen, thereby striving to ensure that family members can also satisfy and fully understand insurance policies.

In addition, when elderly customers sign contracts for insurance products that satisfy certain requirements, in addition to explanations from our sales representatives, we also have someone from our contact center communicate with the policyholder to ensure that they understand the risks and product details.

^{*1} We define *elderly* customers as customers who are at least 70 years old on the application date.



Special policyholder agent agreement

In cases where policyholders suffer from impaired cognitive function or mental capacity that makes it difficult for them to indicate their intentions, we offers *special policyholder agent agreements* that enable a delegated person in advance to handle procedures on behalf of the policyholders.

Responding with various services, etc.

To ensure that policyholders and their families can keep their contracts with us with peace of mind after signing, Dai-ichi Life sends contract details and notices necessary to maintain contracts to policyholders who are 70 years old and older with meeting certain conditions as well as related contract parties^{*2}.

To more carefully handle requests from elderly customers, we have established a *toll-free number for senior customers*.

To provide support related to insurance claim procedures performed on behalf of elderly customers and other customers who have difficulty preparing documents on their own, we provide various services, including our *medical certificate acquisition agency service* and *family register acquisition agency service*.

^{*2} This term refers to non-policyholders, including death benefit beneficiaries, appointed claimant representatives, insurance policyholder agents, etc.

Dementia Barrier-Free Declaration

In March 2024, Dai-ichi Life announced its Dementia Barrier-Free Declaration and implements the customer-oriented initiatives below.



Nihon Ninchisho Kanmin Kyogikai (Japan Public-Private Council on Dementia) Dementia Barrier-Free Declaration project

The objective of this project is to help foster a society free of barriers to persons who have dementia by having companies and other organizations express their policies and courses of action regarding initiatives aimed at reducing barriers related to all aspects of daily life in order to enable persons with dementia to continue living in the places they are used to as long as possible. In addition, companies and other organizations are expected to *visualize* their policies to help provide an environment that enables persons with dementia and their families to enjoy peace of mind when using stores, services, or products and to more effectively promote related corporate and organizational initiatives.



Dai-ichi Life sign language relay service

Dai-ichi Life provides this service to enable customers who are deaf, hard of hearing, or have trouble communicating verbally to use a video call to communicate with our interpreting operators by using either sign language or written communication.

Interpreting operators connect the customers with the Dai-ichi Life Contact Center.



Reducing the burden on customers in relation to confirming their mental capacity

In cases where it is necessary to confirm the mental capacity of customers during procedures, Dai-ichi Life considers the situation of customers who have been admitted to facilities, etc. and pursues initiatives that reduce the burden imposed on such customers, including not only visiting them but also confirming their situation remotely (with our web interview tool).

Considering human rights when developing products or services

Dai-ichi Life has established governance for service and product development that helps prevent the risk of negative impacts on human rights at the development of new products or services to be provided to customers.

Considering human rights when presenting materials to customers

Dai-ichi Life provides *customer perspective check points* in its *Form Design Standards* to avoid discriminatory expressions that lack of consideration for human rights. We have also created a *Guide on Creating Materials for Customers* that covers items that should be considered or implemented to ensure that materials are easy for customers to read and understand, including the use of colors and font size, and we develop materials to be presented to customers based on the guide.



Responding to business partners

The Group Human Rights Policy expresses the expectation that all outsourcing contractors, agencies, and other business partners respect human rights, in addition to requesting that human rights due diligence initiatives be implemented when outsourcing business.

Establishment of our *Group Basic Policy on Outsourcing Management*

The Group established the *Group Basic Policy on Outsourcing Management* and outsources operations based on this policy in order to take appropriate measures to mitigate outsourcing* risks and to ensure that contractors are accurate in terms of the execution of their business and are reliable in terms of managing customer information and responding to customers.

Outsourcing management structure

We nominate a department in charge of outsourcing management, and the department is in charge of understanding the overall management and supervisory status of contractors while also developing a suitable outsourcing management framework.

In addition, the department is in charge of management and guidance aimed at ensuring that all executives and employees involved in outsourcing promote outsourcing management based on this basic policy as well as related laws, corporate regulations, etc.

Selecting contractors

The department in charge of outsourcing management confirms the suitability of contractors based on their past performance, social evaluation, corporate scale, creditworthiness, and other details in addition to considering the impact of the outsourced work on customers and other stakeholders, the significance of the work, and outsourcing-related risks, ultimately selecting a contractor based on the characteristics of the outsourced operations.

Implementing outsourcing management

The department in charge of outsourcing management gains an understanding of the status of contractor management and monitoring, develops an outsourcing management framework, and takes appropriate measures to mitigate outsourcing related risks, including protecting customer information and suitably responding to customers. In addition, the department takes measures to resolve or mitigate any accidents or other abnormal events that are detected, provides the necessary instructions to contractors, and takes any other required contractor-related action.

* The Group defines *outsourcing* as the entrustment of the operations to any third party (including subsidiaries), regardless of the type of contract: any operations that directly and/or indirectly impact on the Group's customers, etc., any business related to the Group's management, or any operations that are recognized as being necessary for our internal management (excluding insurance soliciting business).



Partnership Building Declaration

The *Partnership Building Declaration*, for which the requirements were defined in May 2020, requires CEO of outsourcers to declare their commitment to improving added value throughout the supply chain and to aim for the mutual existence and prosperity of large companies and SMEs. The Group supports the purpose and declared its own *Partnership Building Declaration*.

This declaration includes details aimed at respecting human rights, as shown below.

Partnership Building Declaration excerpt

- To ensure that our business partners can achieve work style reforms, we will not impose unreasonably short delivery dates that impose unfair costs on our subcontractors or suddenly change the specifications. In addition, in the event of disasters, we will not impose all the resulting business costs on the subcontractor alone, and we will maintain the existing business relationship if at all possible after normal business resumes.
- We believe that it is necessary to achieve a sustainable society in order to attain our goal of realizing the well-being of all people. In addition, we consider the achievement of a sustainable society to be the foundation of our business operations, and we will proactively work on material issues related to ensuring the sustainability of communities and society. In this connection, we consider customers, communities, society, shareholders, investors, business partners, and employees to be stakeholders that are closely related to our business activities. Therefore, based on opinions and assessments obtained as a result of close communication with various stakeholders, we will gain an understanding of relevant issues and apply this to our business activities to build relationships of trust and collaborative relationships, thereby striving to improve our corporate value through the promotion of sustainable growth and higher quality activities.

Outsourcing initiatives

At the outsourcing contract sign-off, Dai-ichi Life presents the *request concerning sustainability initiatives during outsourcing* to the outsourcing contractor, assess the outsourcing contractor's sustainability-related initiatives, including human rights due diligence using the *Sustainability Assessment Sheet*, and requests their cooperation to implement initiatives which are similar quality of Dai-ichi Life. Other group companies also promote the same initiatives.

A request concerning sustainability initiatives during business outsourcing

A request concerning sustainability initiatives during outsourcing

Recently, during the procurement of products, materials, raw materials, etc., it has become necessary for companies to collaborate with suppliers in order to promote sustainability throughout the supply chain while also incorporating elements that include the environment, work environment, and human rights in addition to quality, performance, price, the delivery period, etc.

In addition, as a *UN Global Compact* signatory, we strive to promote sustainability by respecting human rights, eliminating unfair labor practices, preserving the environment, and preventing corruption.

Therefore, we would like to request that all our outsourcing contractors promote similar initiatives as well, and we appreciate everyone's understanding and cooperation concerning the items below.

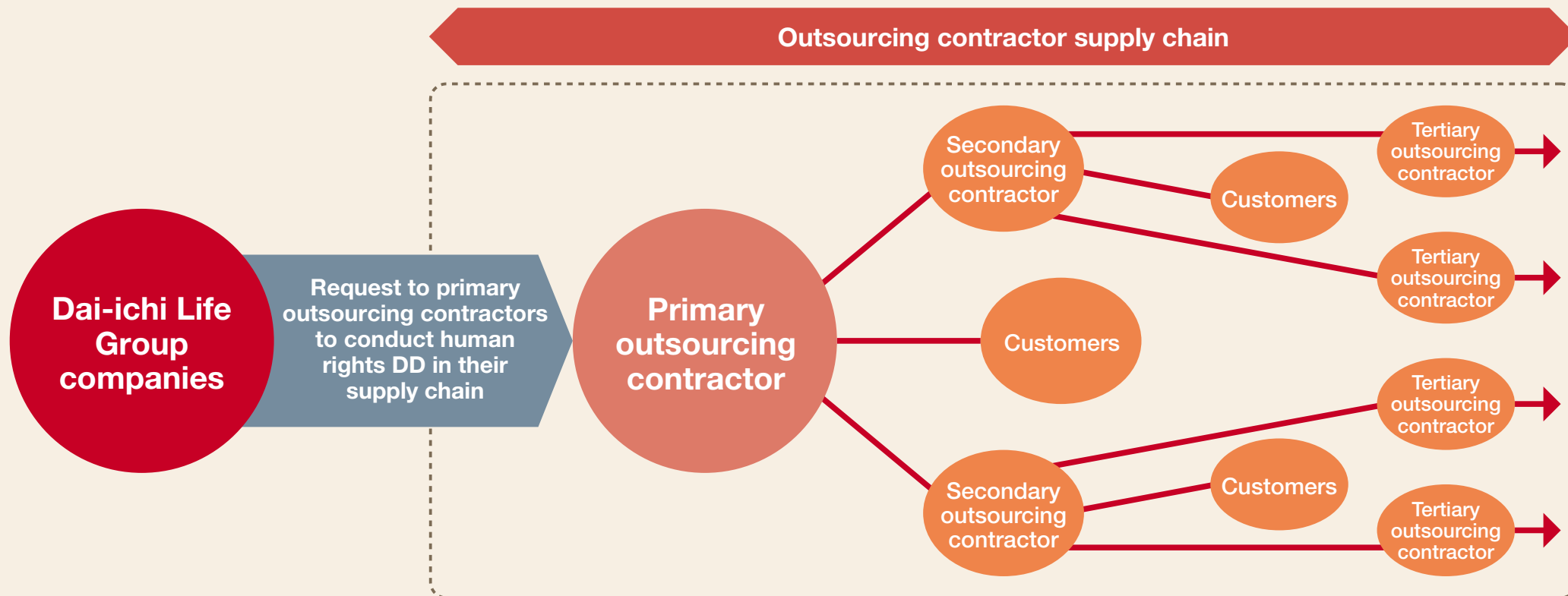
Confirmation items related to human rights due diligence on the Sustainability Assessment Sheet

- Existence of policies to prevent human rights violations
- Existence of assigned persons in charge and departments to prevent human rights violations and provide remedies
- Existence of systems to identify human rights risks and assess their impacts
- Existence of initiatives to prevent human rights violations, including raising employee awareness of human rights
- Existence of remedial systems, including establishing a human rights consultation desk



Our approach to the human rights due diligence of our business partners (outsourcing contractors)

Primary outsourcing contractors, having direct business relationships with the Group, have their own outsourcing contractors and customers, moreover secondary outsourcing contractors have their own outsourcing contractors. This means that the supply chain is endlessly connected, therefore we request that our primary outsourcing contractors implement human rights due diligence initiatives in their supply chain.





4

Initiatives to reduce
human rights risks

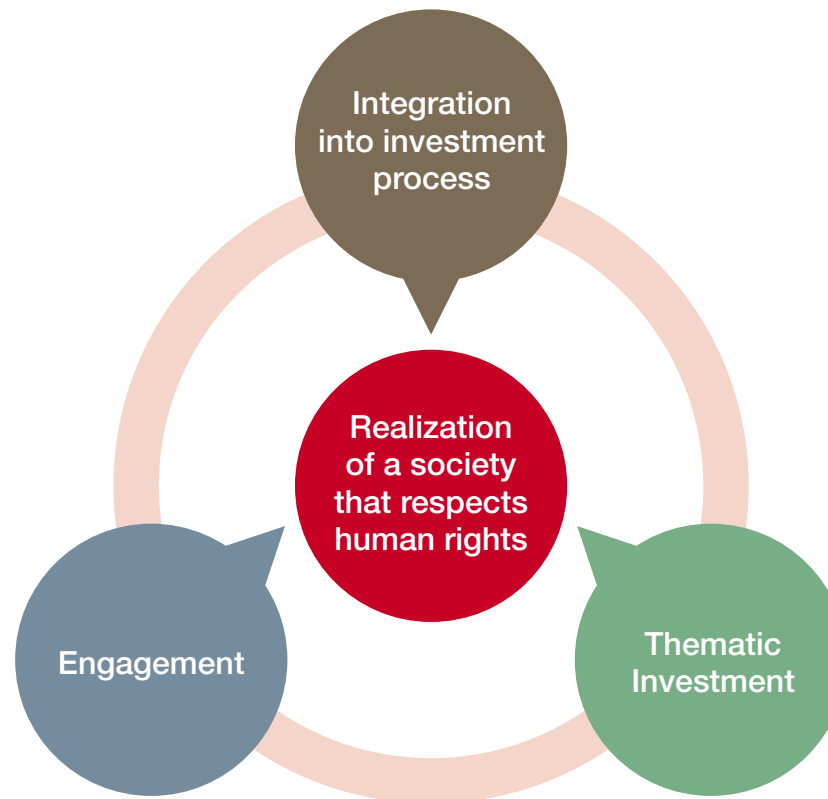
As a responsible investor

As a responsible investor, Dai-ichi Life is committed to working toward the realization of a society in which human rights are respected.

Dai-ichi Life considers respect for human rights to be one of the key themes of responsible investment, and we will contribute to solving human rights issues in society as a whole by integrating it into our investment process, promoting the initiatives and understanding of investee companies through engagement activities, and supporting activities, etc. to respect human rights through theme-based investments.

Initiatives as a responsible investor

- Fulfill our responsibilities as an institutional investor by conducting appropriate assessments and due diligence to avoid or minimize negative environmental and social impacts, including human rights issues, and incorporating them into our investment decision-making processes.



- Through engagement activities, including collaboration with other financial institutions, we will strive to promote the initiatives of portfolio companies by holding constructive discussions and making proposals.

- Through thematic investments, we support the efforts of diverse stakeholders, including corporations and local governments, to respect human rights.



Incorporation into the investment process (1)

Basic Policy on Responsible Investment

In Dai-ichi Life's *Basic Policy on Responsible Investment*, we stipulate the following environmental and social considerations for our investments.

- We will give due consideration to the environmental, social, and human rights impacts of the business activities and projects of the companies and governments in which we invest.
- We will not invest in projects that are offensive to the law or public order and morals, projects at manufacture inhumane weapons, or projects that have significant negative impacts or risks on climate change, local environment, society, or human rights.

(Dai-ichi Life's **Basic Policy on Responsible Investment**: 4. Basic stance on responsible investment (4) (partially edited))

Environmental and social (including human rights) assessments

When considering investments in project finance, Dai-ichi Life makes investment decisions based on the following environmental and social (including human rights) assessments with reference to the Equator Principles and other relevant principles and after investment, we conduct regular monitoring and engagement, as necessary. In addition, for sectors that require special attention from the perspective of environmental and social impacts, we also take actions in consideration of inherent risks.

■ Environmental impact assessment

Assess whether detailed studies and assessments have been conducted to avoid or minimize the impact of the project on biodiversity, climate change, and other environmental impacts, and to take appropriate measures.

■ Social impact assessment

Assess whether studies and evaluations have been conducted to avoid or minimize the social impacts of the project on the local community and related stakeholders, and to take appropriate measures.

■ Implement appropriate environmental and social measures

Evaluate whether appropriate measures are planned and implemented to minimize the impact of the project on the environment and society.

■ Explanation and understanding of the community and stakeholders

Assess whether the project is well explained to the local community and relevant stakeholders and whether their understanding of the project has been obtained.

■ Establishment of a grievance mechanism

Assess whether effective grievance mechanisms are in place for affected communities and stakeholders.

■ Transparency and disclosure

Assess whether information on the environmental and social impacts of operations is appropriately disclosed and reported to stakeholders.

Policies in specific sectors

- | | | | |
|-------------|------------|-----------|-----------|
| • Coal | • Palm Oil | • Biomass | • Weapons |
| • Oil & Gas | • Forest | • Water | |

*Negative screening also conducted for coal, oil and gas, and weapons
For details, please refer to the **Medium-Term Policy for Responsible Investment**



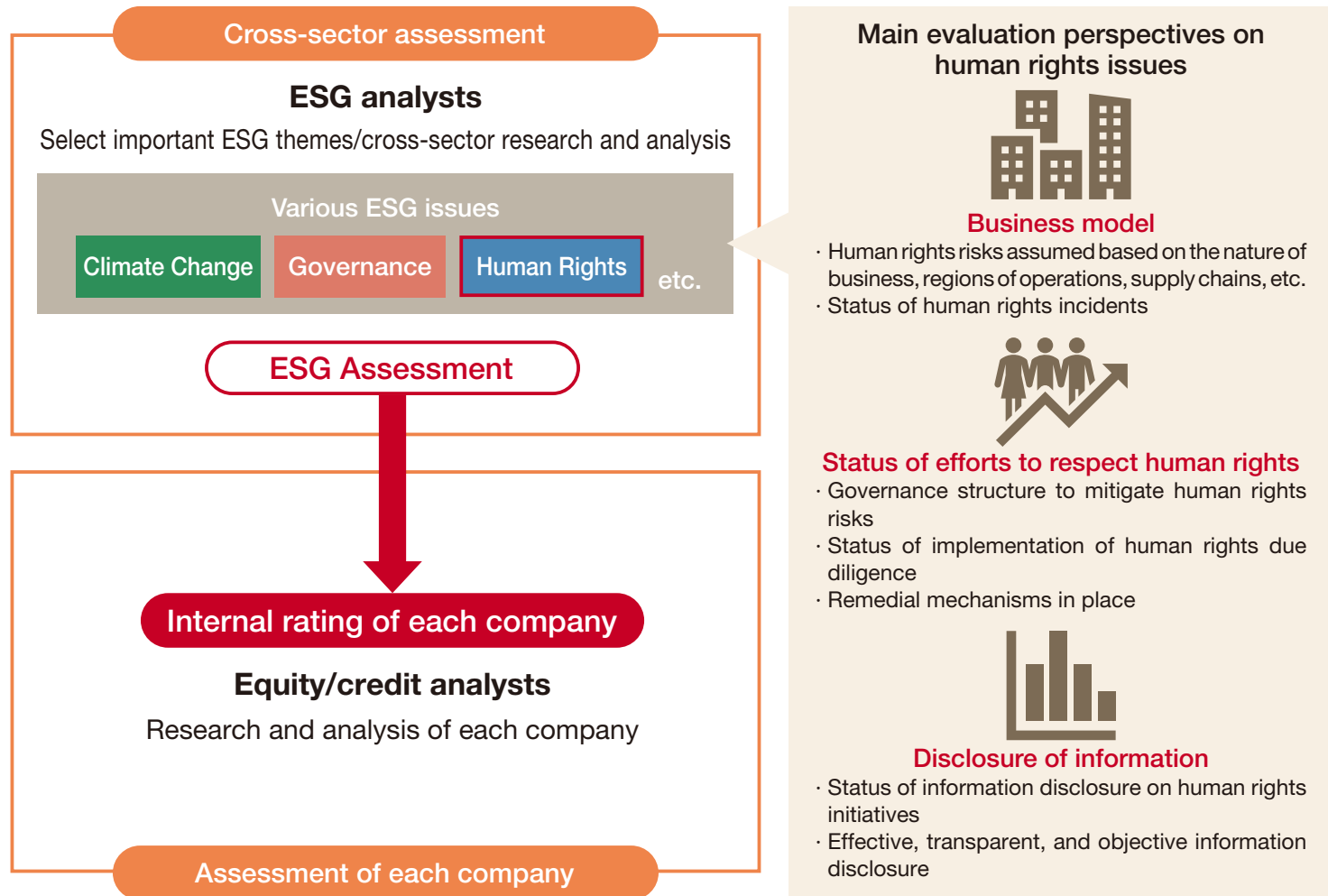
For Dai-ichi Life, human rights is one of the key themes of responsible investment, and we believe that the promotion of human rights initiatives by investee companies will lead to increased corporate value and the realization of a society in which human rights are respected.

We evaluate investee companies' human rights risks and initiatives, and, including the results of our engagement, incorporate them into our investment decision.

Specifically, ESG analysts conduct cross-sector research and analysis, evaluate each company, and then make decisions on investments related to each asset (equities, bonds, and loans). In addition, in terms of government bonds, we consider human rights problems to be an important assessment item when it comes to measuring the political and economic stability of states, and we suitably incorporate this into credit risk assessment.

Incorporation into the investment process (2)

ESG integration framework (equity, corporate bonds, and loans)



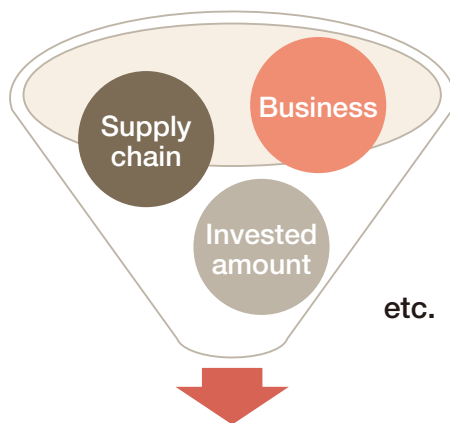


Engagement activities

Selection of companies to engage (FY2023)

We select companies with which to engage by considering business details, supply chains, and other factors to identify companies that seem to face an especially high likelihood of human rights risks as well as such companies in which we have invested a lot of money as an institutional investor, which exposes us to relatively high human rights risks. In FY2023, we conducted human rights-themed engagements with a total of approximately 40 companies out of the approximately 200 companies we engaged with during the year.

Total holdings: approx. 1,400 companies
(including account and separate accounts)



Engagement with approximately 200 companies
(including approximately 40 companies on
human rights themes)

Key confirmation points in human rights themed engagement

Human rights policy

- The policy is publicly disclosed and known to all stakeholders.
- The policy is approved by management, including top management.

Human rights due diligence

- Effectiveness and appropriateness of methods, processes, and scope of coverage.
- Appropriate PDCA cycle, including the formulation of response policies based on the results of implementation.

Relief and grievance mechanisms

- Design that meets requirements for transparency, fairness, and accessibility.
- Appropriate response measures based on the content of consultation must be considered.



Promote understanding and initiatives of
investee companies through constructive
discussions and proposals



Examples of engagement

Tracking 4-step milestones of dialogue

- (1) Raise issue: We raise a matter we consider to be an issue with an investee company
- (2) Recognize issue: The investee company recognizes that the proposed issue should be addressed
- (3) Address issue: The investee company begins addressing the issue
- (4) Solve issue: We confirm that the issue has been solved

Company A

Mining industry

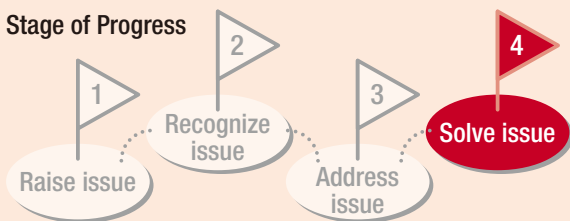
Issue

Strengthening efforts to address human rights issues

Goal

Formulation of Human rights policy

Stage of Progress



Dialogue overview

Conducted 4 engagements since FY2019, including an agenda on respect for human rights.
Shared recognition of the importance of addressing human rights issues, exchanged views on the development of human rights policies, etc.

Response of the investee company

Reaffirming the importance of respect for human rights, formulated and disclosed the company's first human rights policy and initiated human rights due diligence initiatives.

Exercising voting rights

No voting with the investee company's human right response as a decision criteria.

Future policy

- Follow-up on the implementation of human rights due diligence.
- Follow-up on efforts to establish remedy mechanisms.

Company B

Food industry

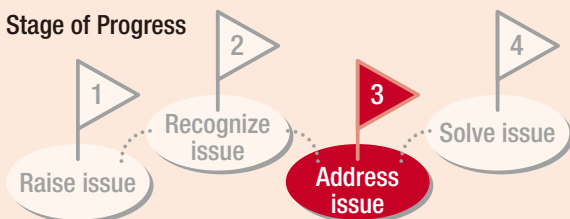
Issue

Strengthening efforts to address human rights issues

Goal

Conduct effective human rights due diligence

Stage of Progress



Dialogue overview

Conducted engagements three times including an agenda on respect for human rights from FY2020.
Exchange of views on the realization of effective human rights due diligence, while presenting guidelines to be referred to.

Response of the investee company

A "Human Rights Enlightenment Promotion Committee" has been established, and a reporting and consultation desk has been set up under the committee.
Plans to expand human rights due diligence initiatives in the future, based on a renewed awareness of the importance of human rights due diligence.

Exercising voting rights

No voting with the investee company's human right response as a decision criteria.

Future policy

- Confirmation and follow-up of the effectiveness and appropriateness of human rights due diligence methods, processes, scope, etc.



Engagement activities (collaboration with other financial institutions)

Dai-ichi Life recognizes that in order to realize a society in which human rights are respected, it is necessary to make efforts not only by the company itself, but also by society as a whole in cooperation with various stakeholders. Dai-ichi Life engages with companies regarding respect for human rights and disseminates opinions through collaborative efforts with PRI, The Life Insurance Association of Japan, and other organizations.

Initiatives at Life Insurance Association of Japan

Dai-ichi Life participates in the Stewardship Activities WG and the ESG Investments working group established by the Life Insurance Association of Japan (LIAJ) and promotes activities together with other participating life insurance companies. The working group conducts collaborative engagements on themes such as “Enhancing Disclosure of ESG Information,” holds study sessions on the latest trends in ESG, including human rights, and formulates recommendations based on surveys of companies and investors. In the latest report released in April 2024, we made a new recommendation calling for companies to promote respect for human rights, and we are focusing on initiatives through collaboration with other companies.

Proposal Report
(The Life Insurance
Association of
Japan)



Participation in “Advance” established by UN Principles for Responsible Investment (PRI)

Dai-ichi Life has joined Advance, a collaborative engagement initiative newly established by the United Nations Principles for Responsible Investment. Together with other participating companies, we are promoting respect for human rights through dialogue.



- Launched on December 1, 2022
- An initiative for institutional investors established to promote corporate initiatives on social issues, particularly human rights issues, among ESG issues through collaborative engagement. The initiative promotes efforts to respect human rights through dialogue with companies that face high human rights risks.
- About 220 major institutional investors from around the world participate in this initiative.



Thematic investments

Dai-ichi Life also focuses on creating positive impacts through sustainability thematic investments. We will contribute to solving human rights issues in society as a whole by standing by and proactively funding initiatives that contribute to respect for human rights by a diverse range of stakeholders.

Sustainability thematic investments

“Gender Bond” issued by Asian Development Bank



- Invested approximately 10 billion yen in “Gender Bonds” issued by the Asian Development Bank (ADB). The funds raised by the bonds are used for ADB’s projects to promote women’s activities in the Asia-Pacific region.
- For example, the project in Bangladesh supports women entrepreneurs by providing them with access to financial institutions and business start-up support facilities, in addition to supplying funds.



▲ Photo courtesy of ADB

Impact Investment in TYPICA Holdings, Inc.



- TYPICA is a Japanese start-up company operating a distinctive online platform that bridges coffee bean producers in developing countries with roasters in advanced countries, enabling direct trade of coffee beans between them.
- The platform also enables coffee producers to choose their own selling prices, and purchasers to scrutinize detailed breakdowns of their purchases, including the amount paid to the producers, ensuring heightened price transparency.
- The service is expected to have a broad ripple effect throughout the region by improving and stabilizing the income of coffee growers, thereby reducing poverty among them, raising the educational level of children, and raising awareness of human rights.



▲ Photo courtesy of TYPICA



4

Initiatives to reduce
human rights risks

Responding to employees

The Group cares about the occupational safety and health of employees, in addition to advocating *health and productivity management* and promoting employee health.

Furthermore, we provide equal work opportunities to all employees, promote diversity, equity, and inclusion, and do not accept discrimination for any reason.

Promoting Health for employee

In 2013, Dai-ichi Life defined its *Basic Policy for Health Promotion*, and, in April 2024, we manifested the *achievement of employee well-being and mental and physical health promotion* in our revised *Group Code of Conduct*, all of which serves as a foundation for the implementation of health and productivity management by all executives and employees.

In addition, Dai-ichi Life complies with the Industrial Safety and Health Act and other related laws, has stipulated *Health and Safety Management Rules*, and conducts safety and health activities with the objective of maintaining a workplace environment that enables employees to enjoy well-being while they work.

As a result of these initiatives, Dai-ichi Life Holdings has been recognized as an outstanding company in terms of health and productivity management and was selected for *Health and Productivity Management Outstanding Organization 2024*, a program jointly organized by the Ministry of Economy, Trade and Industry and Tokyo Stock Exchange.

In addition, we were recently recognized as a *Certified Health and Productivity Management Organization (White 500)*(*) by Nippon Kenko Kaigi for the consecutive ninth year in a row.

The Group keep working on health and productivity management as we promote a workplace offering a high level of psychological safety and aim to ensure that employees can be themselves at work and enjoy health, pride, and job satisfaction as they collaborate with their colleagues.

Work-life management

To achieve an environment that enables employees to work lively, the Group promotes work-life balance through work-life management based on two pillars: fleshing out the Group's work-life support system and promoting flexible work styles. Specifically, we encourage diversified work styles, including supports for pregnancy, childbirth, childcare, caregiving, and treatment as well as reducing total working hours and offering paid leave. We enhance our initiatives to promote participation of male employees in childcare.

* Details: Work-Life Balance





Initiatives to promote active participation by employees with disabilities

In addition to proactively hiring persons with disabilities, the Group strives to achieve an environment that is comfortable and satisfying to work in and to achieve normalization, such as by providing training aimed at helping employees understand persons with disabilities.

Dai-ichi Life implements the following initiatives.

■ Registering Working Life Counselors for Persons with Disabilities

In addition to compliance with the *Act to Facilitate the Employment of Persons with Disabilities* but also achieve an environment that enables persons with disabilities to demonstrate their individuality and abilities without worry, we have assigned a *Working Life Counselor for Persons with Disabilities* to each branch that employs at least one person with disabilities to provide safe working environment to demonstrate their personality and capabilities.

■ Providing in-house of tools related to understand persons with disabilities and job development

■ Task support for employees with disabilities

We have introduced equipment and PC functions to improve the environment more accommodating for *employees with visual impairments, hearing impairments, or limb impairments*.

■ Establishing the working life consultation desk for persons with disabilities

■ Promoting employment at Dai-ichi Life Challenged Co. Ltd. (a special subsidiary)

In 2006, Dai-ichi Life founded *Dai-ichi Life Challenged Co. Ltd.* as a special subsidiary, and its number of employees has increased every year, reaching over 400 in 2024. This subsidiary mainly hires persons with intellectual or mental disabilities, thereby striving not only to promote the hiring of such persons but also contributing to the penetration of the Group's philosophy of normalization among all employees.

Support structure based on the establishment of consultation desks

The Group implements support system that helps employees to solve concerns and other issues in their work and to ensure that each employee can work lively. For example, we provide the career support desk that supports employees' career development as well as individual consultation system, including the work-life balance support consultation desk, the LGBTQ consultation desk, and the working life consultation desk for persons with disabilities.

Initiatives in line with the needs of individuals

The Group holds *town hall meetings* as a place where the management can seriously listen to the opinions of employees as well as *talk to the executives* and *talk to the president* events where small groups of employees can talk to those in charge. In addition, we have introduced *1 for 1 (Dai-ichi Life 1-on-1 meetings)* to give superiors and their subordinates regular opportunities to engage in dialogues. The objective of such events is to achieve more active communication and promote autonomous employee growth, but, on a more fundamental level, establishing places where employees can discuss and resolve their problems is intended to ensure deeper respect for the human rights of each employee.

Responding to customer harassment

Dai-ichi Life constantly considers the needs of its customers and strives to honestly and sincerely respond to complaints in line with its *Pledge to Customers and Society (Voluntary Declaration of Consumer Orientation)*. At the same time, we have established a *Customer Harassment Response Manual*, which we provide to employees to show them how to respond so as to prevent employees' human rights from being violated as a result of unreasonable demands or other words and actions of customers.

Initiatives to promote fair employment selection

To provide fair employment selection system and ensure equal employment opportunities, Dai-ichi Life assigns the *fair employment selection and human rights awareness promoters* to all of its branches and reports this to employment service centers (Hello Work).



Given the diverse human resources working for the Group, we consider diversity, equity, and inclusion are one of basic requirements to promote our Group Human Resources Strategy, and we treat this as a key theme.

Ensuring that for the Group continues to be chosen by customers
Continuously increasing corporate value through transformation

Fully demonstrating the potential of our diverse human resources by promoting DE&I

Promoting
women's
empowerment

Promoting diverse
work styles

Promoting and
utilizing diverse
careers

Promoting
activities by
diverse human
resources

Transforming our organization/culture and respecting human rights



In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**
Established by UN Women and the
UN Global Compact Office

Women's Empowerment Principles (WEPs)



Nadeshiko Brands



Platinum Kurumin
Plus



PRIDE Index gold
award

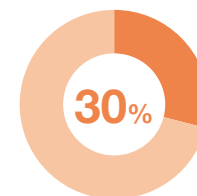


Health and Productivity Management
Outstanding Organization

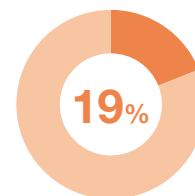
■ Promoting women's empowerment

- In terms of our domestic group companies, our goal is to increase the percentage of executives who are women to 30% by 2030, and we are working on enhancing our pipeline.
- We are steadily increasing the percentage of leaders who are women through level-specific training, management aimed at filling 30% of all management posts with women when selecting candidates, and 1 for 1-based training by executives and managers.

Percentage of managers
who are women

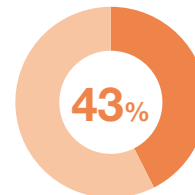


Percentage of organizational
managers who are women



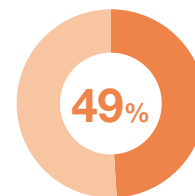
* Total for Dai-ichi Life Holdings and the three Japanese life insurance companies (current as of April 2024)

FY2023 mid-career
hire percentage



* Total number of persons who engaged in career rotation for Dai-ichi Life Holdings and the three Japanese life insurance companies (current as of the end of March 2024)

Percentage of men who take
a total of one month of leave



* Total for Dai-ichi Life Holdings and the three Japanese life insurance companies (current as of the end of March 2024)

■ Promoting activities by diverse human resources

- To secure the skills and specialized human resources necessary to transform our business model and expand our business in the future while also promoting diversity in terms of the knowledge, experience, approach, and other characteristics of our employees, we are strengthening our initiatives to increase our mid-career hires and make the Group less homogeneous.

■ Promoting childcare leave for men

- In FY2022, we started working towards a goal of having 100% of male employees take a total of at least one month of childcare leave.
- We hold pre-papa seminars to raise the awareness of eligible employees as well as Ikuboss seminars for the management, and we also implement other initiatives that go beyond the legal requirements, including utilizing childcare leave taking plans and providing up to twenty days of paid leave.
- In FY2023, we achieved a leave taking rate of 100%, and the average number of days taken off increased to 24.



Diversity, Equity, and Inclusion Summit

Since the FY2022, the Group has been conducting the Diversity, Equity, and Inclusion Summit as an online event.

The theme of the second summit held on October 4, 2023, was *inclusive leadership* which plays a major role in leveraging the diversity of people and perspectives, promoting collaboration, and cultivating an inclusive culture. At the event, more than 70 people from various departments of 13 Group companies both within and outside of Japan participated in the discussions to further deepen their understanding of DE&I.

As a global company, promoting DE&I is essential not only for establishing an environment in which diverse employees can successfully work but also for contributing to customers, partners, and the local communities through business. By these these summits and other activities, we will continue working to promote DE&I as a group.



Establishing DE&I promotion/human rights awareness raising advisors

To raise awareness of diversity, equity, and inclusion as well as human rights, Dai-ichi Life assigns *DE&I promotion/human rights awareness raising advisors* to the head office and all branches of Dai-ichi Life Holdings and Dai-ichi Life. These advisors spearhead the sharing of information on diversity, equity, and inclusion as well as human rights within their offices, in addition to playing a key role in establishing respect for human rights, including following up on whether training on diversity, equity, and inclusion as well as human rights has been completed.



Responding to changes in the external environment, etc.

The human rights risks, shown by our human rights risk map, include risks assumed as a result of future environmental changes and business expansion. The current environment is changing at an unprecedented pace—including technological progress, climate change, and the outbreak of conflict—and, as a result, existing human rights issues are becoming more serious and emerging human rights issues are becoming apparent. We are aware that such issues must be addressed in the future.

Technological progress and human rights



The progress of technology also creates new human rights issues. On the Internet, when slander or discriminatory remarks are written about specific individuals on social media, they can spread all over the world in an instant. AI is a useful technology for companies, but, if AI responds to questions or handles other tasks without learning enough, it might provide mistaken views regarding the provision of services to customers, the hiring of human resources, etc.

The Group is promoting initiatives related to responding to human rights violations and other problems caused by AI in particular, including assigning suitable persons in charge and forming meeting bodies.

Climate change and human rights

In recent years, climate change has been causing human rights issues. These include an increased frequency of heavy rain and typhoons as well as the resulting damage, increased air and water temperatures, increased droughts and fires, and ecosystem changes, resulting in environmental degradation, increased threats to life and adverse health effects, negative impacts on the agriculture, forestry, and fishery industries, and the expansion of the poverty class. The Group is working on helping to address human rights issues caused by climate change through participation in various initiatives targeting climate change issues.



Human rights in politically unstable areas

In politically unstable areas, residents are exposed to the threat of human rights violations. In regions related to the Group's business, we conduct human rights due diligence as we make business decisions.

Human rights related to M&A and other new business expansion

There is always possibilities that emerging human rights risks arise from M&A and other new business expansion. We are aware of the need to reduce risks, including those related to human rights, when pursuing new business expansion.



Participating in human rights initiatives

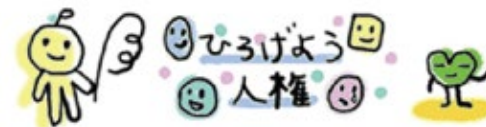
As a company engaged in global business, the Group proactively participates in various initiatives related to human rights to fulfill its social responsibilities.

Industrial Federation for Human Rights, Tokyo

As a member of the Industrial Federation for Human Rights, Tokyo, Dai-ichi Life promotes activities to raise awareness of human rights in collaboration with other member companies. In addition, we participate in conferences, seminars, and other events organized as part of various human rights awareness promotion initiatives through the federation. This gives us the opportunity to directly hear the opinions of human rights stakeholders and experts while, in addition to collecting related information, which we use in an effort to gain an understanding of the human rights issues surrounding our business, respond as necessary in a timely and appropriate fashion, update the human rights knowledge of our executives and employees, and promote a deeper understanding of respect for human rights.

What is the Industrial Federation for Human Rights, Tokyo?

This private organization consists of 121 companies, most of which have their head office in Tokyo (approximately 1.5 million members as of April 2024, including group companies). When the federation was established in November of 1979, it adopted *voluntary operations and participation by everyone* as its basic philosophy, and the federation has since worked on resolving various human rights issues, including the Dowa problem, from the corporate perspective.



Human rights initiatives we participate in

UN Global Compact (UNGC)

“Advance” established by UN Principles
for Responsible Investment (PRI)

Women’s Empowerment Principles (WEPs)

Principles for Financial Action
for the 21st Century



5

Reflecting on and assessing initiatives



5

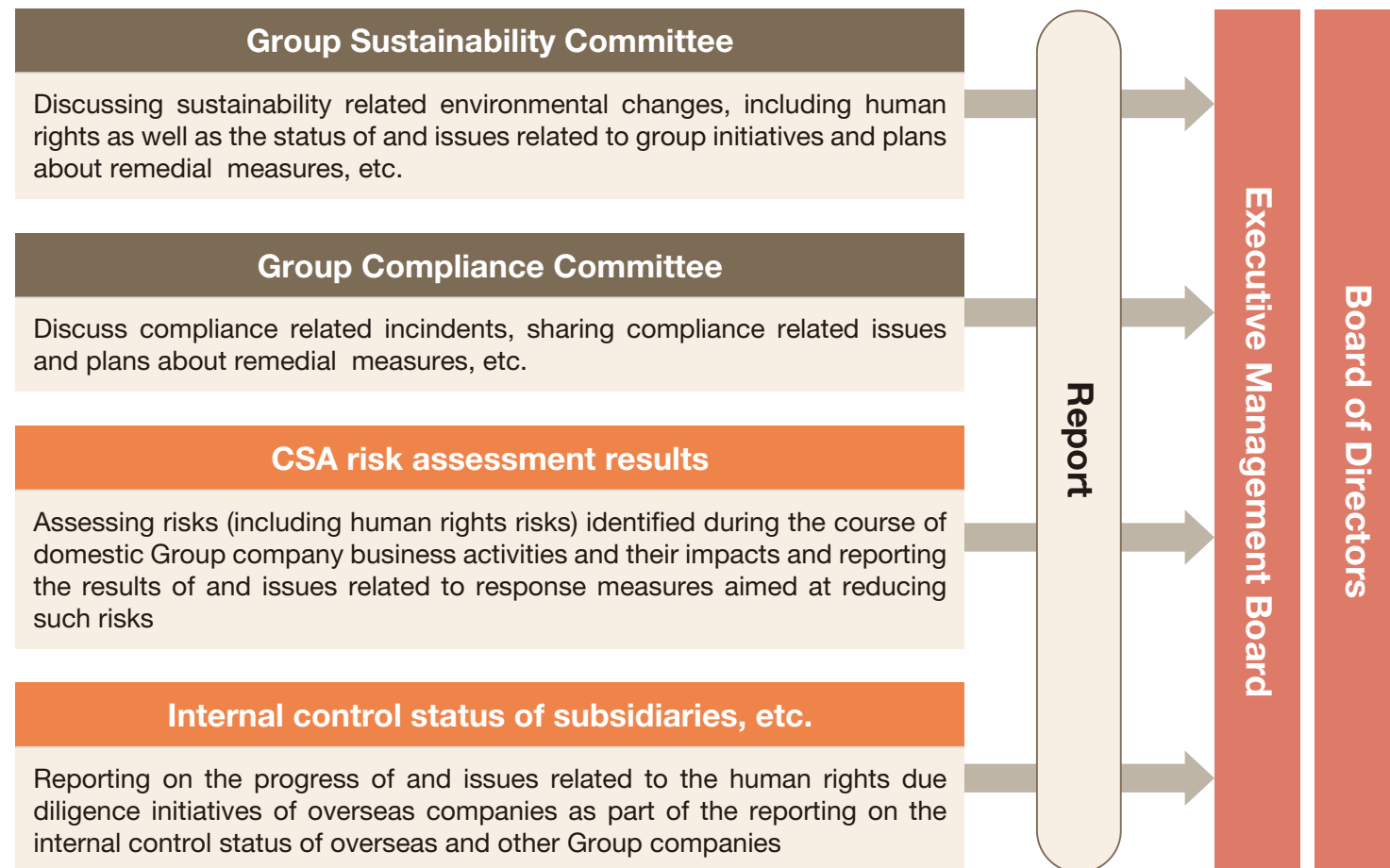
Reflecting on and
assessing initiatives

Reflecting on and assessing initiatives

Every year, the Group regularly reviews on initiatives related to human rights due diligence, assesses the effectiveness of measures to reduce human rights risks, and uses the results to improve these initiatives.

Regularly reflecting on initiatives and reporting to management

The Group regularly holds meetings of committees related to human rights initiatives, including the human rights due diligence promotion status, reviews on the initiatives (including confirming the current situation, assessing the effectiveness, recognizing issues, and formulating response measures aimed at making improvements), and then reports to the Executive Management Board and the Board of Directors.



6

Disclosing initiatives and reflecting opinions



Disclosing initiatives and applying opinions

The Group discloses policies and initiatives related to human rights by various reports. We also have opportunities to directly listen to opinions and advice from outside experts and stakeholders related to human rights. We reflect the opinions, etc. to our human rights policies and initiatives as necessary.

Disclosing initiatives related to human rights

The Group uses various media to disclose information in order to obtain a wide range of opinions on human rights policies and initiatives from outside the Group and then reflect them to the Group's future policies and initiatives.

Main reports used to disclose information on human rights initiatives

(All of these are published on
the Dai-ichi Life Holdings website.)

- Human Rights Report (this pamphlet)
- Integrated Report
- Sustainability Report

Sustainability Questionnaire

The Group has set up a *Sustainability Questionnaire* on its website, which we use to obtain opinions on and feedback to initiatives related to sustainability, including human rights.

Revisions to our Group Human Rights Policy up until now

We have revised our *Group Human Rights Policy* as follows based on the opinions and advice of human rights experts and stakeholders, revisions to our in-house philosophy, etc.

Revision date	Major revisions
April 2022	<ul style="list-style-type: none"> Clarified the roles of the Group Sustainability Committee and Group Human Rights Awareness Committee. Added text indicating that <i>we strive to be fair when hiring</i>.
April 2023	<ul style="list-style-type: none"> Adding text indicating that <i>we do not approve of human trafficking</i>. Added <i>local residents</i> to stakeholders related to human rights.
June 2023	<ul style="list-style-type: none"> Changed the chair of the Group Sustainability Committee to the Chief Sustainability Officer.
April 2024	<ul style="list-style-type: none"> Revised the text in the Introduction due to reforms to our Group's philosophical system, the establishment of our Group Code of Conduct, etc. Revised <i>diversity & inclusion</i> to <i>diversity, equity & inclusion</i>.



Dialogues with human rights experts held on June 4, 2024 (Tue.)

Participants

Experts

Program Officer, ILO Office for Japan
External Relations and Labor Standards Specialist

Ryusuke Tanaka

Independent Consultant (En CycleS)
Board Member of the Japan Sustainable
Investment Forum (JSIF)

Arisa Kishigami

Participants from the Group

Dai-ichi Life Holdings, Inc.
Director, Managing Executive Officer, CSuO

Hidehiko Sogano

Dai-ichi Life Insurance Company, Limited
Managing Executive Officer
(in charge of the Responsible Investment Department)

Kazuyuki Shigemoto

Dai-ichi Life Holdings, Inc.
Executive Officer, CHRO
(in charge of the Human Resources Unit)

Yotaro Numata

Major agenda items

- Explanation of the *Guide on Business and Human Rights for Institutional Investors* (provided by Ms. Kishigami)
- Our initiatives to respect human rights
- Q&A session and exchange of views



Communicated details (excerpt)

The Group We would like to hear your opinion on the details of human rights initiatives for employees.

Experts In Japan in particular, diversity initiatives are important due to the fact that both the gender gap and problems related to foreign workers are serious issues. In contrast, because country-specific human rights risks are becoming more complex due to each country's governance situation and racial diversity, it is important to always conduct due diligence and engage in dialogues with stakeholders.

The Group How should we disclose information on human rights initiatives on a group basis?

Experts First of all, it is important for the Group as a whole to achieve a shared awareness of the importance of initiatives aimed at respecting human rights and to establish a suitable initiative structure. It is important step is to hold discussions involving the international community and then identify and handle high-priority fields in line with each region and business based on the results of these discussions.

Experts A human rights risk map is important to clarify what kind of risks your company prioritizes the most as well as how you are actively pursuing in response. However, because human rights risks must be separately identified for each company, it is sceptical that you developed a risk map by aggregating your investee companies. In fact, trying to summarize the situation in this way seems like it could lead to delivering wrong messages.

The Group We held various in-house discussions regarding human rights risk mapping, but we would like to reconsider the situation based on the opinion we received.

Other comments from the experts

- When providing suitable parties with human rights awareness training that promotes initiatives aimed at respecting human rights, it is necessary to link this with solutions for high-priority issues identified by the human rights risk map. If KPIs are changed in line with the objectives of such awareness raising or follow-up assessments of cases of individual behavior changing due to such awareness raising are conducted, this can lead to a more cohesive story.
- There are major problems related to employment status differences causing a wage gap between men and women, but this also includes structural issues that must be tackled on an industry-wide basis, such as differences in the percentages of men versus women depending on jobs to begin with. In response, it is important to show examples, if any, of active initiatives resulting in improvements, or rather stories that make it possible to see that *industry-wide changes are happening*.
- Human rights are closely related to the world's economic structures and geopolitical factors, so cross-border cooperation is important. Companies based in countries that have strengthened their laws related to human rights tend to establish related initiative structures before companies in other countries do and then impose high standards on companies in their supply chains. We would also like you to engage in dialogues with policymakers from the investor perspective in order to introduce effective policies for promoting corporate initiatives that target Japanese companies and other corporate investment and loan targets.

7

Remedial initiatives



Remedial initiatives

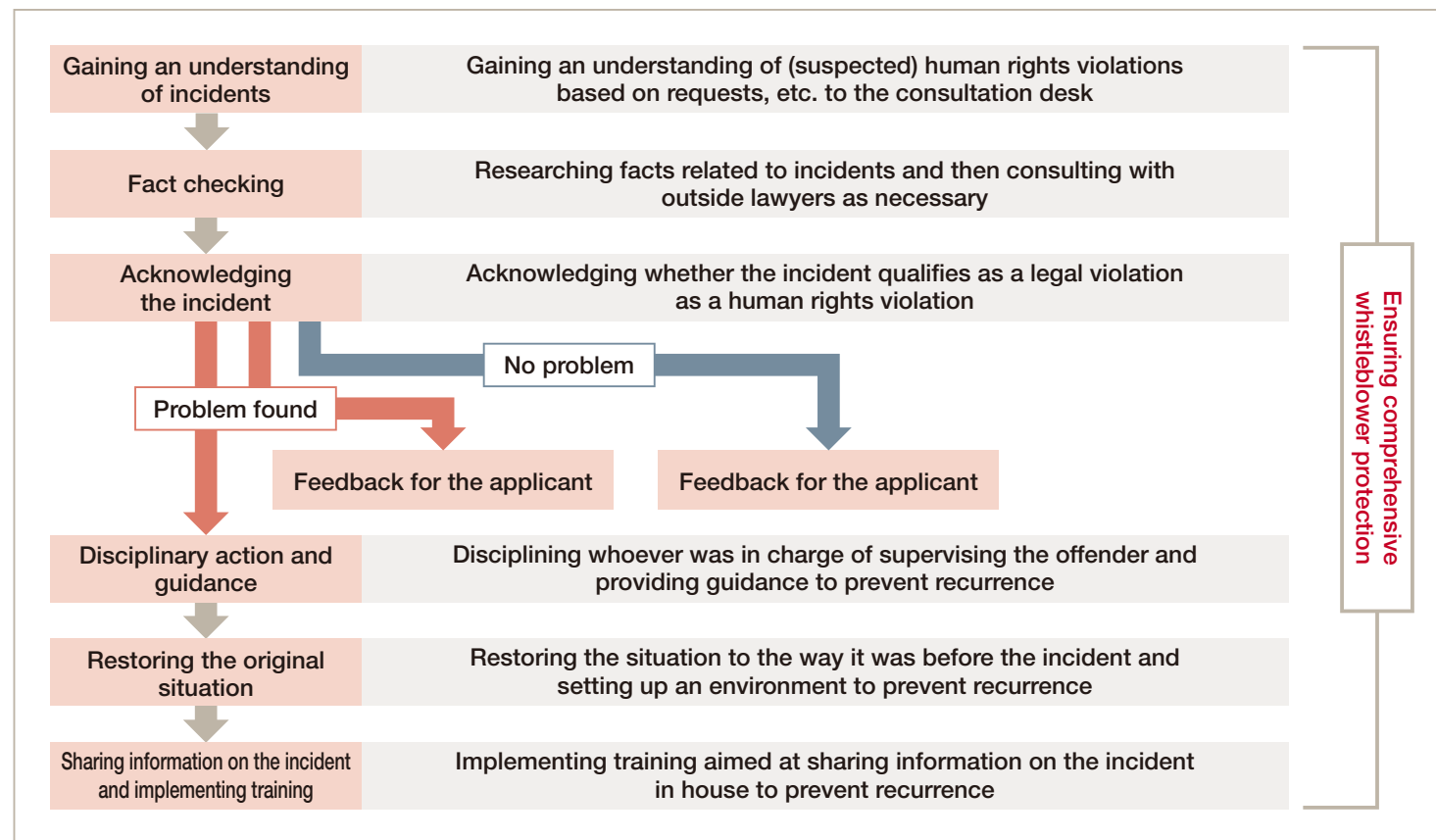
The Group has an in-house consultation desk to handle legal violations and other compliance-related matters and has also established an outside consultation desk (an outside law firm) that is independent of management. These consultation desks also accept inquiries related to harassment and other human rights issues.

Of the cases handled* by our consultation desk, major cases related to human rights included the ones to the right. While handling these cases, we always protected the whistleblower, followed the process below to respond, provided remedies to any victims, restored the original state, and implemented measures to prevent recurrence. In addition, by conducting human rights due diligence, each authority also essentially purifies itself, thereby gaining the ability to use the same process to respond to any human rights violations that become apparent.

* Please refer to the URL below.
Operation of whistleblowing system

Details of major consultations related to human rights

- Sexual harassment
- Power harassment
- Maternity harassment
- Privacy violations





Appendix | Glossary



Term	Explanation	Page number
Principles for Financial Action for the 21st Century	A set of behavioral guidelines for Japanese financial institutions that want to fulfill the responsibilities and play the role necessary to help form a sustainable society. These guidelines were formulated by a wide range of participating financial institutions based on the recommendations of the Ministry of the Environment's Central Environment Council.	47
30% Club Japan	This Japan-based club was formed to promote a global promotional campaign (the 30% Club) that was established in the United Kingdom to increase the percentage of women occupying seats in important corporate decision-making bodies, including boards of directors. The club's goal is to increase the percentage of women occupying board of directors seats at TOPIX 100 companies to 30% by 2030.	44
ESG	An acronym for Environment, Social, and Governance (specifically corporate governance). (This term is also used to refer to corporate approaches that consider environmental, social, and corporate governance issues as well as responsibility to society.)	37 · 40
CEO	An acronym for Chief Executive Officer	4 · 24
CFO	An acronym for Chief Financial Officer	24
CHRO	An acronym for Chief Human Resource Officer	52
CRO	An acronym for Chief Risk Officer	24
CSuO	An acronym for Chief Sustainability Officer	4 · 52
KPI	An acronym for Key Performance Indicator. An important process-specific performance evaluation indicator for measuring and evaluating progress toward achieving a business goal	52
LGBTQ	A collective term for sexual minorities and an acronym that stands for Lesbian (women who are sexually attracted to women), Gay (men who are sexually attracted to men), Bisexual (people who are sexually attracted to both men and women), Transgender (people whose physical gender differs from their psychological one), and Queer/Questioning (people whose sexual orientation or sexual identity is undecided)	27 · 28 · 43
PRI (UN Principles for Responsible Investment)	A set of six principles disclosed by the UN in April 2006 for the objective of incorporating ESG (Environment, Social, and Governance) issues into the investment decision-making processes and investment policies of institutional investors while also increasing long-term investment performance for beneficiaries	40 · 47
PRIDE Index	Japan's first index for assessing LGBTQ+ initiatives in the workplace	44



Term	Explanation	Page number
SDGs	An acronym for the Sustainable Development Goals. This set of international goals is included in the <i>2030 Agenda for Sustainable Development</i> , which was adopted at the UN summit held in September 2015. The SDGs are based on the philosophy of <i>leaving no one behind</i> , they represent a plan of action for ensuring the prosperity of humanity and the earth, and they consist of 17 goals and 169 targets.	7
Well-being	The state of being satisfied not only physically and mentally healthy but also being satisfied socially and financially	24 · 33 · 42
work with Pride	An organization that supports the promotion and establishment of diversity management related to LGBTQ+ (lesbian, gay, bisexual, transgender, etc.) sexual minorities at companies and other organizations	28
Ikuboss seminars	<i>Ikuboss</i> is a Japanese term coined by combining the Japanese word for childcare (<i>ikuji</i>) with <i>boss</i> . This term refers to a boss who aims to improve the work-life balance of their subordinates and colleagues while supporting the careers of individuals. The objective of ikuboss seminars is to achieve the coexistence of childcare and work.	44
Empowerment	<i>Empowerment</i> means giving someone <i>power</i> (authority) or <i>self confidence</i> . More specifically, this refers to setting up an environment suitable for the given situation or granting authority to enable individuals or teams to fully demonstrate their true strength.	15 · 29
Health and Productivity Management Outstanding Organization	A program under which companies that are listed on the Tokyo Stock Exchange and pursue strategic initiatives based on the managerial consideration of the health management of employees are selected and then introduced as especially appealing to investors that emphasize long-term corporate value improvement for the objective of further promoting corporate <i>health and productivity management</i> initiatives	42 · 44
Certified Health and Productivity Management Organization (White 500)	A program under which not only listed companies but also other large corporations that implement outstanding health and productivity management initiatives in cooperation with health insurance societies and other insurers are selected as <i>Certified Health and Productivity Management Organizations</i> , and then the top 500 of these are certified as <i>White 500</i> companies	42
International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights (International Covenants on Human Rights)	The International Covenants on Human Rights include two covenants: the <i>International Covenant on Economic, Social and Cultural Rights</i> and the <i>International Covenant on Civil and Political Rights</i> . The International Covenant on Economic, Social and Cultural Rights guarantees economic, social, and cultural rights that include labor rights, social security, an adequate standard of living, and education. The International Covenant on Civil and Political Rights guarantees civil and political rights that include personal freedom and safety, freedom of movement, freedom of thought and conscience, prohibition of discrimination, and equality under the law. Japan ratified both covenants in 1979.	7 · 16



Term	Explanation	Page number
Social inclusion	Refers to full social inclusion. More specifically, this term means excluding no one and ensuring that all people have the opportunity to participate in society. This is essentially the <i>leaving no one behind</i> philosophy so highly valued by the Sustainable Development Goals (SDGs).	15 · 29
Act for Eliminating Discrimination against Persons with Disabilities	The act was established in April 2016 for the objective of promoting the elimination of discrimination for reasons related to disabilities in order to achieve a society in which all people can coexist without being segregated based on whether they have disabilities and respect each other's personalities and individuality. The revised act was enforced in April 2024, making it legally mandatory for private companies to provide reasonable accommodation to disabled persons. Until the act was enforced, companies only had to make reasonable efforts to do this.	7
Women's Empowerment Principles	A set of seven principles collaboratively created by the UN Global Compact—a voluntary covenant framework involving the UN and companies—and the United Nations Development Fund for Women (UNIFEM) (currently UN Women) in March 2010. The aim of these principles is for companies to engage in voluntary initiatives with gender equality and women's empowerment positioned as the core of their management in order to vitalize their corporate activities and promote growth, and these principles are expected to be utilized as international principles for promoting the financial empowerment of women.	14 · 44 · 47
Stewardship activities	Activities by institutional investors to fulfill their stewardship responsibilities. Stewardship responsibilities are the responsibilities of institutional investors to engage in constructive <i>purposeful dialogues</i> (engagement) based on a deep understanding of investee companies, their business environments, etc. in order to promote the improvement of corporate value and sustainable growth of such companies, thereby striving to provide increased medium to long-term investment returns to customers and beneficiaries.	15 · 40
Sexual minorities	Refers to individuals who are attracted to members of the same sex, individuals who are not comfortable with their physical gender, individuals who have gender dysphoria, and others.	21 · 22
Universal Declaration of Human Rights	A declaration of basic human rights that must be achieved for all people in all countries, which was adopted during the third session of the United Nations General Assembly held on December 10, 1948. These express the central idea that <i>all people are born with basic human rights that cannot and must not be taken from them</i> .	6 · 7 · 16
Equator Principles	A set of international standards defined in June 2003 that enable financial institutions to identify, assess, and manage environmental and social risks associated with large-scale development and construction projects when participating in them	36



Term	Explanation	Page number
Diversity, equity & inclusion (DE&I)	Refers to diversity, equity, and inclusion. This approach is intended to suitably respond to each individual in organizations where diverse people work in order to help ensure that each of them can work energetically and continue to produce results.	12 · 15 · 17 · 27 · 28 · 42 · 44 · 45 · 51
Town hall meetings	Meetings where employees can engage in direct dialogues with corporate management regarding various topics	43
Nadeshiko Brands	A system under which the Ministry of Economy, Trade and Industry and Tokyo Stock Exchange collaboratively select listed companies that are outstanding in terms of <i>promoting women's empowerment</i>	44
Negative screening	Exclusion of specific investment targets during the selection of investees because they do not seem suitable from the ESG perspective based on certain predetermined requirements	36
Normalization	Refers to an approach that involves developing social infrastructure and fleshing out welfare so that persons with disabilities, elderly persons, etc. can live on equal terms	28 · 43
Act on the Promotion of the Elimination of Buraku Discrimination	The <i>Act on the Promotion of the Elimination of Buraku Discrimination</i> was enforced in December 2016 to contribute to the achievement of a society free of buraku discrimination.	7
Platinum Kurumin Plus	Certification provided to employers that have already obtained <i>Kurumin certification</i> and <i>Platinum Kurumin certification</i> for implementing initiatives to support the coexistence of employee work and childcare based on the Act on Advancement of Measures to Support Raising Next-Generation Children and that also fulfill certain other requirements related to initiatives aimed at supporting the coexistence of work and fertility treatment	44
Pre-papa seminars	Seminars for first-time expecting fathers and their partners	44
Project finance	A methodology under which a specific project is financed, the cash flow generated by that project is used to repay this loan, and the debt protection collateral is limited to the target project assets	36
Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behavior against Persons with Countries of Origin other than Japan	The <i>Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behavior against Persons with Countries of Origin other than Japan</i> was enforced in June 2016 for the objective of eliminating discriminatory speech and behavior targeting foreigners.	7
Positive impacts	Anything that suitably identifies and mitigates a potential negative impact of any of the three aspects of sustainable development (economy, society, and the environment) and also contributes positively to at least one of these aspects	41
Microaggressions	Accidentally hurting other people with negative messages resulting from unconscious biases being reflected by words or attitudes	27



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