

Launch of the Second Career Special Support Framework

As part of its human resources strategy, Dai-ichi Life Group (the “Group”; President: Tetsuya Kikuta) is driving initiatives to promote diversity and enhancing personnel systems to support the diversification of employees' work styles and careers. As part of this effort, the Group will implement the "Second Career Special Support Framework" for employees who are enrolled in the Dai-ichi Life Insurance Co., Ltd. or seconded from the Dai-ichi Life Insurance Co., Ltd. to companies inside and outside the Group.

1. Purpose and Background

To achieve the Group’s 2030 vision to further evolve the business into the insurance-related service business and further improve capital efficiency, in the medium-term management plan that started in FY 2024, we are working to transform our business model in domestic businesses, expand overseas businesses, develop new fields of businesses in the non-insurance domain, and drive DX to improve productivity. Through the Second Career Special Support Framework, we will further accelerate the transformation and promote the diversification of human resources and the improve their skills.

In light of changes in people’s values related to work styles and lifestyles as we enter the age of 100 years of life, we believe that there is a growing need for companies to provide a framework that enables employees to choose their careers more flexibly.

Based on this recognition, we decided to introduce this framework to support employees to actively acquire new knowledge and skills and play an active role within the Group, while for those who have achieved a certain level of career to provide a comprehensive support to help them choose a second career where they can utilize their acquired knowledge and skills outside the Group.

2. Overview of the Second Career Special Support Framework

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

3. Impact on financial results

Expenses related to the special support allowance and re-employment support incurred as a result of the implementation of this framework will be recorded as extraordinary losses in the fourth quarter of the fiscal year ending March 2025. There will be no changes in the consolidated earnings forecast for the fiscal year ending March 2025, as stated in the financial results for the second quarter of the fiscal year ending March 2025 announced today, even after factoring in the extraordinary losses deriving from this framework.