

November 14, 2024
 Ryosuke Mori, President
 LIFENET INSURANCE COMPANY
 (Securities Code: 7157, TSE Growth)

Notice Regarding Introduction of Stock Compensation Plan for Employees

TOKYO, November 14, 2024 – LIFENET INSURANCE COMPANY (TSE Growth 7157, President Ryosuke Mori, URL: <https://ir.lifenet-seimei.co.jp/en/>) announces the decision to introduce the Special Incentive Scheme (the “Scheme”) through the Employee Shareholding Association (the “Shareholding Association”) as a stock-based compensation for its employees with the aim of motivating employees to enhance its shareholder value over the medium to long-term.

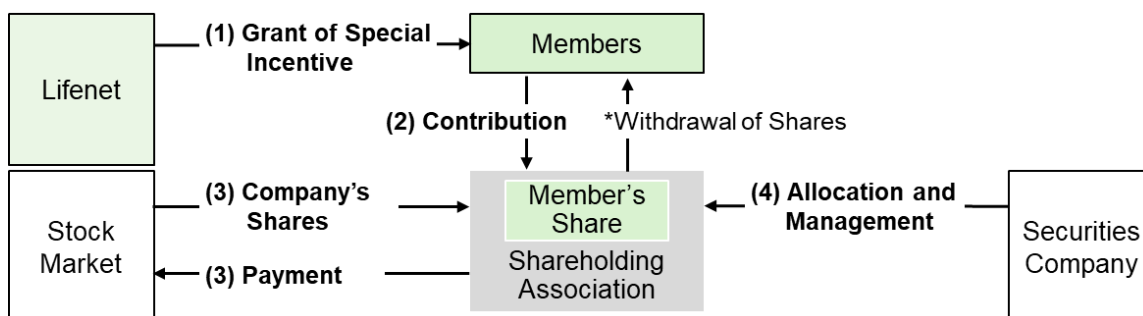
The Scheme is designed to grant the Company's common stock (the “Company's Shares”) to members of the Shareholding Association (the “Members”) as a special incentive through the Shareholding Association. The Shareholding Association will acquire the Company's Shares on the stock market.

1. Purpose of the Scheme

Lifenet has delivered products and services from the customer's perspective and achieved sustainable growth through the challenges of each employee with diverse backgrounds drawn to the LIFENET Manifesto: “Comprehensible, Cost-Competitive, Convenient.” Based on the recognition that human resources are essential to our growth, we have been providing incentives to the Members, aiming to promote the asset building of employees and enhance their work motivation through the ownership of the Company's Shares.

In further advancing these roles and aiming for greater value sharing with our shareholders, we will provide a special incentive to all Members, taking into account our stock price target set as a financial goal in our five-year mid-term business plan announced in May 2024. Through the Scheme, Lifenet aims to boost work motivation and further raise awareness of business performance and stock price among employees, and ultimately lead to an increase in medium to long-term shareholder value.

2. Structure of the Scheme



- (1) Lifenet grants special incentive payments to the Members.
- (2) The Members contribute the special incentive paid to the Shareholding Association.
- (3) The Shareholding Association collects the special incentive funds contributed by the Members and acquires the Company's Shares from the stock market.
- (4) The Company's Shares acquired by the Shareholding Association are allocated to and managed by the Members of the Shareholding Association through Nomura Securities Co., Ltd.
*The Members can withdraw the allocated Company's Shares to their own securities account at their discretion.

3. Granting of Company's Shares through the Scheme

In conjunction with the introduction of the Scheme, we will grant a special incentive payment of 80,000 yen per Member. The Shareholding Association will use this as the source of funds to purchase the Company's Shares on the stock market. The Company's Shares acquired by the Shareholding Association will be granted as the balance of each Member's share within the Shareholding Association (scheduled to be granted on November 30, 2024). The eligible recipients of the special incentive will be those who are the Members as of October 31, 2024 (excluding those who joined the Company on or after June 2, 2024, those on leave or unpaid leave at the time of the grant, those who have retired by the time of the grant, and executive officers).

The following is an overview of the Shareholding Association subject to the Scheme.

- (1) Name: LIFENET INSURANCE Employee Shareholding Association
- (2) Address: 2-14-2 Kojimachi, Kojimachi NK Building 5F, Chiyoda-Ku, Tokyo (As of November 14, 2024)
5-25 Nibancho, Nibancho Center Building 8F, Chiyoda-Ku, Tokyo (From November 25, 2024)
- (3) Chairperson: Katsuko Sekine
- (4) Number of shares held: 273,102 shares (As of October 31, 2024)
- (5) Shareholding ratio: 0.34% (percentage to outstanding shares)

4. Other

The introduction of the Scheme will have a minor impact on Lifenet's performance. The impact has already been incorporated into its consolidated business forecasts for the fiscal year ending March 31, 2025.

About LIFENET (URL: <https://ir.lifenet-seimei.co.jp/en/>)

LIFENET INSURANCE COMPANY has developed the LIFENET Manifesto that embodies our mission of "Help our customers embrace life more fully by offering comprehensible, cost-competitive and convenient products and services." We have consistently delivered customer-oriented products and services since our business commencement. As the leading online life insurer, we aim to realize "a society where next generation can be nurtured with confidence in the future."

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