

December 25, 2015

Name of Listed Company: MS&AD Insurance Group Holdings, Inc.
 Name of Representative: Yasuyoshi Karasawa, President
 (Securities Code: 8725, Tokyo Stock Exchange and Nagoya Stock Exchange)
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**Notice Concerning Results of Career/Transition Assist Plan
 by Aioi Nissay Dowa Insurance Company, Limited**

MS&AD Insurance Group Holdings, Inc. (“the Company”) provides the following information concerning the results of Career/Transition Assist Plan (“the Measures”) of Aioi Nissay Dowa Insurance Company, Limited (Hisahito Suzuki, President) (“ADI”), a consolidated subsidiary of the Company, which was announced on October 30, 2015 as below.

1. Overview of the Measures

	Measure	Description	Eligible Personnel	Number of Applicants	Application Period
①	Agency Establishment Support	- Support for employees attempting to start a non-life-insurance agency, utilizing the insurance sales and management skills, and know-how developed at ADI [Support content ⇒ payment of increased retirement benefits, etc.]	Employees aged 40 or older	Approx. 400	Nov. 26 - Dec. 15
②	Start-up Support	- Support for employees attempting to start a business expected to contribute to the operations of ADI [Support content ⇒ payment of increased retirement benefits, etc.]			
③	Career Assistance Plan (Voluntary retirement support)	- Support for employees trying new fields outside the company [Support content ⇒ payment of increased retirement benefits, re-employment support, etc.]			
④	New Business Plan Support (Internal Venture)	- Support for employees planning to create a new business and attempting to execute the plan	All employees	Depending on state of applications	Oct. 30 - Nov. 20
⑤	Post Challenge	- Support for employees transferring to specific departments and posts, and trying out new roles			

* The implementation for each of the measures is April 2016 (the date of resignation in ③ is March 31, 2016, in principle)

2. Results of the Measures

Number of applicants (①～③ in the above table) : 440 (as of December 25, 2015)

3. Future Outlook

The Company forecasts approximately 11.3 billion yen as the expense relating to the Measures and the expense is scheduled to be accounted in the Company's financial results for the fiscal year ending March 31, 2016.

There is no change in the forecasts of consolidated financial results for the fiscal year ending March 31, 2016.

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