

March 10, 2022

Tokio Marine Holdings, Inc.

Tokio Marine Holdings Selected as “Health & Productivity Stock” for 7th Consecutive Year

Tokio Marine Holdings, Inc. (President and Group CEO: Satoru Komiya, the “Company”) has been selected jointly by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) as a “2022 Health & Productivity Stock” for excellent health and productivity management. This is the 7th consecutive year for the Company since 2016.

We are also pleased to announce that the Company and 13 other Group companies have been certified as “Excellent Corporations in Health Management (Large Corporate Sector)”.

*The Ministry of Economy, Trade and Industry also released this news on March 9.

1. Health & Productivity Stock

Health & Productivity Stock selection has been conducted by METI and the TSE with the aim of giving incentives for companies to undertake health and productivity management practices. The program recognizes companies that strategically conduct health and productivity management among all listed companies on the TSE and introduces them as companies that prioritize the improvement of corporate value through health and productivity management with a long-term perspective.

The 8th selection “2022 Health & Productivity Stock ” included 50 companies from 32 industries.



2. Excellent Corporation in Health Management

This is a recognition award from METI & TSE focusing on large corporations that promote health and productivity management in collaboration with their corporate health insurance cooperatives, etc. It certifies and publicly recognizes corporations that practice excellent health management. The following companies within the Tokio Marine Group have been recognized.

[Tokio Marine Group Certified Corporations]

6th consecutive year: Tokio Marine Holdings★, Tokio Marine & Nichido Fire Insurance★, Tokio Marine & Nichido Anshin Life Insurance★

5th consecutive year: Tokio Marine & Nichido Systems★, Tokio Marine & Nichido Medical Service★

4th consecutive year: Tokio Marine dR★

3rd consecutive year: Nisshin Fire and Marine Insurance, Tokio Marine Assistance, Tokio Marine & Nichido Office Outsourcing,

2nd consecutive year: Tokio Marine Asset Management, Tokio Marine & Nichido Better Life Service, Tokio Marine & Nichido ANSHIN 110

First certification: Tokio Marine & Nichido Communications

*Among the corporations approved as “excellent corporation in health management (large corporate sector)”, only the top 500 corporations in the results of the health management survey are called “White 500”. The symbol (★) indicates a corporation that has been certified as “White 500”.

3. Activities of the Tokio Marine Group

Health management is a fundamental element of the Tokio Marine Group's vision “to be a Good Company” and we, therefore, have promoted initiatives on improvement of “health literacy”, “health promotion”, “lifestyle improvement”, “prevention of reoccurrence” and “mental health”.

The Tokio Marine Group established the “Tokio Marine Group Wellness Charter” as a code of conduct for employees regarding health, in order to promote health management throughout the Group in Japan and globally. The Wellness Support Group promotes health

management throughout the Group, and is lead by the Chief Wellness Officer (CWO).

In Japan, at Tokio Marine & Nichido Fire Insurance, in addition to the managers at each branch and the health promotion staff who are stationed at 46 locations across the country, key health promotion personnel selected by each organization work together to develop health promotion measures that all employees can participate in virtually such as "Maintaining Health in the context of Covid-19" and "Health Promotion". Also, in order to enhance communication in the workplace, we have implemented a company-wide initiative called "Discovery Time" where all members of the workplace are asked to hold discussions 3 times a year to discuss the ideal team and their desired way of working.

In addition, as support measures for various health issues, we hold various seminars and provide related information on a regular basis, and take meticulous measures by making use of our on-site occupational health system.

[Overview of Initiatives]



[Tokio Marine Group Wellness Charter]

東京海上グループ健康憲章

Tokio Marine Group Wellness Charter

社員の働きがい高め、経営理念の実践と企業価値の向上を追求し続けるためには、社員とその家族の心身の健康が重要であり、東京海上グループは、以下の観点から取り組みを推進します。

- 一人ひとりが、健康をかけがえのないものとして大切に、主体的に健康増進に努めます。
- 健康への投資を行い、健康増進に積極的に取り組む環境と企業風土を確固たるものとし、継承していきます。
- お客様や地域・社会における健康増進への取り組みを支援することにより、社会課題の解決につなげ、健康で豊かな未来の実現に貢献します。

取締役社長 グループ CEO

The mental and physical well-being of our employees and their families is essential in order to increase employee engagement, live up to our corporate philosophy and therefore enhance our corporate value. With these principles in mind Tokio Marine Group (hereafter "Tokio Marine") commits to promote the following for its staff and their families:

- Tokio Marine will promote a culture in which each employee thinks about how they can incorporate well-being into their lifestyle.
- Tokio Marine will invest in wellness initiatives, establish an environment and a corporate culture that will continuously encourage the promotion of wellness.
- Tokio Marine will contribute to the realization of a healthier and more prosperous future by supporting the wellness of our customers, communities, and society as a whole.

President and Group CEO

We will continue to improve the health of employees of our group and strengthen our support for client companies, while striving to further promote and expand health management and contribute to solving social issues.