

March 5, 2021

Tokio Marine Holdings, Inc.

Selection as “Health & Productivity Stock” for 6th 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 “2021 Health & Productivity Stock” for excellent health and productivity management. This is the 6th consecutive year for the Company since 2016.

We are also pleased to announce that our company and 12 other Group companies have been certified as “Excellent Corporation in Health Management (large corporate sector)”.

*The Ministry of Economy, Trade and Industry also released this news on March 4.

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 from among all listed companies on the TSE and introduces them as companies who prioritize the improvement of corporate value from a long-term perspective.

The 7th selection “2021 Health & Productivity Stock ” included 48 companies from 29 industries.

Since 2016, our Company has been selected for 6 consecutive years.



(Trademark of the Health
Management Study Group.)

2. "Excellent corporation in health management"

"Excellent Corporation in Health Management (large corporate sector)" is also a recognition from the METI & TSE which focuses on large corporations that support health management (Health Insurance Societies, etc.) It certifies and publicly recognizes corporations that practice excellent health management. This is the fifth time the following companies within the Tokio Marine Group have been recognized.

[Tokio Marine Group Certified Corporations]

5th year in a row: Tokio Marine Holdings★, Tokio Marine & Nichido Fire Insurance★, Tokio Marine & Nichido Anshin Life Insurance★

4th year in a row: Tokio Marine & Nichido Systems★, Tokio Marine & Nichido Medical Service★

3rd year in a Row: Tokio Marine & Nichido Risk Consulting★

2nd year in a Row: Nisshin Fire and Marine Insurance, Tokio Marine Assistance, Tokio Marine & Nichido Office Outsourcing,

First certification: Tokio Marine Asset Management, Tokio Marine & Nichido Better Life Service, Tokio Marine & Nichido Anshin No. 110

*Among the corporations approved as excellent health management corporations (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

Based on the philosophy that a foundational principle of the Tokio Marine Group's vision "Good Company" is health management itself, we have created and are implementing measures to support "improvement of health literacy" "health promotion" "lifestyle modification" "prevention of aggravation" and "mental health".

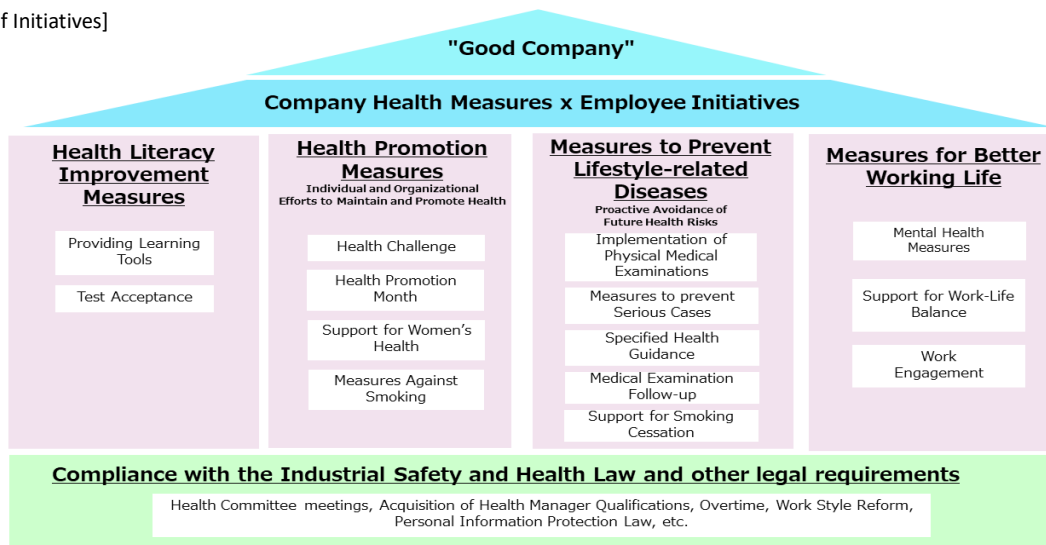
The Tokio Marine Group established the "Tokio Marine Group Wellness Charter" as a code of conduct for employees regarding health, in

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, in addition to the managers at each branch and the health staff 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 Challenge". Also, in order to enhance communication in the workplace, we have implement a company-wide initiative called "Discovery Time" where all members of the workplace are asked to hold discussions 3 times a year to brainstorm the ideal team and their desired way of working.

In addition, in line with the active promotion of women in the workplace, special support measures for women's unique health-related issues through seminars and information sharing are held, as well as the measures that are taken utilizing the company's internal 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 Group employees and strengthen our support for client companies, while striving to further promote and expand health management and contribute to solving social issues.