

Sustainability Report 2024 Supplemental Information

Tokio Marine Holdings, Inc.

P16 Engagement with brokers on climate-related risks and opportunities

To provide corporate customers with insurance coverages for supporting their conventional and renewable energy facilities, Tokio Marine has engaged with insurance brokers on climate-related risks and opportunities.

P15 Reasons for Selection for Each Materiality (Risks/Opportunities)

Materiality	Risks	Opportunities
① Take Climate Action ② Improve Disaster Resilience	<ul style="list-style-type: none"> • Revisions to energy policies in various countries based on the shift to a low-carbon society • Various negative impacts of global environmental destruction on society • Rising insurance payouts resulting from increasingly serious natural disasters and abnormal weather 	<ul style="list-style-type: none"> • Growing public awareness and needs related to risks of natural disasters
③ Support Healthy and Fulfilling Lives	<ul style="list-style-type: none"> • Increasing cases of adverse selection in underwriting due to advancements in medical technologies 	<ul style="list-style-type: none"> • Increasing opportunities to facilitate health management at companies • Rising public awareness of health and growing needs related to longevity risks and asset management in old age • Creation and expansion of new markets due to advancements in medical technologies
④ Value People and Promote Diversity and Inclusion	<ul style="list-style-type: none"> • Extent to which the capabilities of the Group's diverse members are utilized 	
⑤ Provide Innovative Solutions	<ul style="list-style-type: none"> • Increasing cyber risks accompanying advancements in digitalization • Loss of competitive edge following the entry of major competitors in the insurance market 	<ul style="list-style-type: none"> • Impact of the spread of innovative technologies on business optimization and the creation and growth of new markets
⑥ Protect the Natural Environment	<ul style="list-style-type: none"> • Various negative impacts of environmental destruction on society 	<ul style="list-style-type: none"> • Growing opportunities from progress in environmental conservation
⑦ Provide Opportunities for Future Generations	<ul style="list-style-type: none"> • Various negative impacts of environmental destruction and low awareness of risks on society 	<ul style="list-style-type: none"> • Growing need for educating children in society
⑧ Open Governance with Integrity	<ul style="list-style-type: none"> • Earned or lost trust in capital markets 	

P17 **Improve Disaster Resilience**

With reference to Improve Disaster Resilience, Tokio Marine Group provides customers with insurance products covering natural disaster risks (ex. earthquakes, tsunamis, hurricanes, floods) and disaster risk reduction(DRR)-related services (ex. consulting services to formulate business continuity plans (BCPs) for corporate customers). In addition, the Group disseminates DRR-related information and knowledge including emergency evacuation-related knowledge to customers and societies as risk awareness raising activities.

“Improve Disaster Resilience” is a material issue not only for Tokio Marine Group but also for local communities and society as a whole. The level of insurance penetration is a proxy for societal preparedness for natural disaster risks. The Group assesses external impacts of DRR-related activities by checking metrics including the “attachment ratio of earthquake insurance” and “ratio of insured households”.

According to the General Insurance Association of Japan in which Tokio Marine & Nichido participate and/or General Insurance Rating Organization of Japan, “Attachment Ratio of Earthquake Insurance” and “Ratio of Insured Households” for the past five years show increasing trends as described in the following table.

	Number of households	Number of contracts	Attachment Ratio of Earthquake Insurance (%)	Ratio of Insured Households (%)
FY2018	58,527,117	18,832,810	65.2	32.2
FY2019	59,071,519	19,545,057	66.7	33.1
FY2020	59,497,356	20,152,486	68.3	33.9
FY2021	59,761,065	20,651,685	69.0	34.6
FY2022	60,266,318	21,095,748	69.4	35.0
FY2023	60,779,141	21,360,101	69.7	35.1
FY2024	To be updated	To be updated	70.4	35.4

Source: General Insurance Association of Japan/General Rating Organization of Japan

https://www.sonpo.or.jp/insurance/jishin/ctuevu00000001fo-att/jishin_suii.pdf (in Japanese)

https://www.giroj.or.jp/english/pdf/Statistics/e_data10.pdf

P34 **Management system for lobbying activities and trade association memberships**

The executive officer who supervises the Government and External Relations Department holds overall responsibility for lobbying activities. In addition, Mika Nabeshima, Group Chief Sustainability Officer (CSUO), is specifically responsible for engaging in lobbying activities, trade association participation, and maintaining government relations related to sustainability issues.

We continuously monitor and review whether the trade associations and international initiatives in which we participate are aligned with the goals of the Paris Agreement. A key criterion in this evaluation is whether the association’s commitment to net zero is in line with achieving net zero by 2050, which is also the commitment of Tokio Marine Group.

If any trade association or international initiative is found to be misaligned with our

commitment, the Tokio Marine Holdings Sustainability Division — serving as the secretariat of the Group Sustainability Committee chaired by the CSUO (see TCFD Report 2024, p.6-7) — will consider engagement or potential withdrawal from the association. Any material sustainability-related issues concerning our participation in trade associations or international initiatives are reported to and/or discussed at the Group Sustainability Committee.

P128 **Financial Inclusion Products & Services**

Type of products & services	Product & Services	Description of Products & Services	Targeted Clients	Number of clients reached	Number of transactions/ contracts
Microinsurance	IFFCO-TOKIO General Insurance/ Microinsurance products	<p>Poverty is one of the most important social issues in India. Tokio Marine Group is providing various financial inclusion products with people in rural and/or farming communities.</p> <p>In 2001, IFFCO-TOKIO General Insurance Company (IFFCO-TOKIO), India-based insurer of Tokio Marine Group, in collaboration with Indian Farmers Fertiliser Cooperative Limited (IFFCO), started sales in rural communities of Sankatharan Bima Yojna, low-cost accident insurance available for 1 rupee (1.8 yen) per year as an incidental to fertilizer. Since then, IFFCO-TOKIO has released other microinsurance, including Janta Bima Yojna, property insurance for 100 rupees (180 yen) per year; and Mahila Suraksha Bima Yojna, accident insurance aimed at women in farming communities. IFFCO-TOKIO also offers crop and weather insurance products for farmers in India.</p> <p>The number of clients (applicants) becomes more than 4,919,000 and the number of contracts (policies) reached 562 in fiscal 2024 (April 2024 to March 2025).</p>	-Individuals in rural or hard-to-reach areas	More than 4,919,000	562
Microinsurance	Hollard Lumkani/ Helping to protect informal settlements from fire	<p>Hollard Insurance, South Africa-based insurer of Tokio Marine Group, offers a set that includes fire insurance and a fire alarm in collaboration with disaster-prevention company Lumkani, contributing to the prevention of fires and the insurance claims payment in the event of a fire.</p> <p>The target clients of this product include low-income individuals who live in informal settlements and small informal businesses. Offering the set at a price that is affordable to low-income people in informal settlements helps make insurance and fire alarms widely available and increases the societal disaster resilience in South Africa.</p> <p>The number of distributors significantly increased over the last few years, which has resulted in the creation of employment opportunities. By contributing to provide fire insurance and fire alarms to more people, Hollard Insurance will protect people's lives and valuable property from fires.</p> <p>As of the end of December 2023, the number of contracts reached 12,834, and the number of clients reached approximately 51,000. https://www.hollard.co.za/about-hollard/better-futures/lumkani</p>	-Poor and/or low-income individuals and small informal businesses	73,000	20,400
Insurance for people with the challenged	Tokio Marine & Nichido/Zenchi Anshin Insurance and Personal liability insurance for	Diversity and Inclusion is one of the most important social issues. People with the challenged have a difficulty in finding a traditional insurance from the insurance industry. In order to resolve this issue, Tokio Marine & Nichido, Japan-based insurer of Tokio Marine Group, provides people with the	-Other underserved groups: Individuals with impairments (individuals	60,000	60,000

	people with the challenged in collaboration with Zenchikyosai	<p>challenged with personal liability insurance products in collaboration with Zenchikyosai, an organization for helping people with the challenged.</p> <p>The above products are personal liability insurance coverage of Zenchi Anshin Insurance for adults with physical, mental and intellectual disabilities and that of Personal Injury Insurance for children with the challenged who need special support education. Zenchi Anshin Insurance is a comprehensive insurance program designed for people with intellectual disabilities, developmental disabilities, Down's syndrome, and epilepsy. It compensates for panic accidents and legal fees when people with the challenged are involved in unique panic accidents and troubles.</p> <p>In the event of an applicable accident, Tokio Marine & Nichido negotiates a settlement with the other party. With the new A-1 plan, the annual premium is only 18,500 yen. In addition, full coverage is available at a fixed premium regardless of age or gender. The maximum liability limit of personal liability insurance is JPY500 million in Japan and JPY100 million outside Japan.</p> <p>The number of contracts of Zenchi Anshin Insurance and personal liability insurance in force reached sixty thousands and the number of clients also reached sixty thousands as of the end of May 2024. https://www.z-kyosai.com/news/6270.html (in Japanese)</p>	with the challenged)		
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P128 **Financial Inclusion – Non-Financial Support**

Type of non-financial support	Non-financial support	Description of the non-financial support	Targeted clients	Quantitative social impact KPI	Description of the quantitative social impact KPI
Financial or Digital literacy training	Tokio Marine Seguradora Seed of Brazil Program	<p>Tokio Marine Seguradora (TMSR), Brazil-based insurer of the Tokio Marine Group, offers Seed of Brazil program for underserved young people in Brazil.</p> <p>This program is composed of three educational opportunities for prospective microbusiness owners; (1) Learning, (2) Tech, and (3) LED.</p> <p>(1) "Seed of Brazil - Learning" offers educational opportunities for 20 young people aged between 16 and 18 in a shelter situation, with the aim of facilitating their entry into the labor market, focusing on sustainable actions and employability. Approx. 40 TMSR volunteers mentored the participants.</p> <p>(2) "Seed of Brazil - Tech" offers educational opportunities for 30 young people from public schools aged 17 and over who are in their last year of high school, with the aim of facilitating their entry into the job market, with a focus on technology. Approx. 10 TMSR volunteers monitored the participants.</p> <p>(3) "Seed of Brazil - LED" offers an educational opportunity in the areas of technology and administration to 50 young people, in a socially vulnerable situation, aged between 17 and 20, who are in their final year or have completed high school in public schools with the</p>	<p>-Poor and/or low income individuals</p> <p>-Underserved groups: Young people</p>	250	Tokio Marine Seguradora measures the positive social impacts of the "Seed of Brazil" program by monitoring the number of people who have participated in the program. This program corresponds to Tokio Marine Group's materiality of "Valuing people and promoting diversity and inclusion" and "Providing opportunities for future generations". As of the end of June 2025, the total number of people participated in the program reached 250.

		aim of facilitating their entry into the job market. Approx. 50 TMSR volunteers mentored the participants.			
Incentives to establish savings accounts	Hollard StreetWise Finance program	<p>Hollard, South Africa-based insurer of the Tokio Marine Group offers StreetWise Finance (SWF) program for underserved low-income people and other underserved groups in South Africa.</p> <p>SWF is an initiative focused on empowering South African underserved groups from school-age learners to retirees and everyone in-between not only to encourage them to save money, but also to make more informed financial decisions, thereby addressing a significant contributor towards systemic poverty in South Africa.</p> <p>Hollard believes that basic financial management skills have a profound impact on how South Africans choose to live their lives, provide for their families, and plan to retire. SWF is an intelligently and lovingly crafted four-module program run by trained facilitators, including 100 Hollard staff volunteers. Each of the four modules focus on a different need related to financial capability including management skills on their expenses and/or household budget: (1) how to create a budget; (2) how to manage savings, banking and lending options; (3) the benefits of insurance; and (4) planning for retirement.</p> <p>The second module incentivizes South African people not only to establish savings accounts but also manages their saving accounts properly.</p> <p>https://www.hollard.co.za/about-hollard/better-futures/streetwise-finance</p>	<p>-Poor and/or low-income individuals</p> <p>-Underserved groups: Young people</p>	186,000	Hollard measures the positive social impacts of the StreetWise Finance program by monitoring the number of people who have participated in the program. This program corresponds to Tokio Marine Group's materiality of "Valuing people and promoting diversity and inclusion" and "Providing opportunities for future generations". As of the end of June 2025, the total number of people participated in the program reached 186,000.
Business Management tools or trainings	Philadelphia Insurance Companies (PHLY) PHLYSENSE Sensor System	<p>Philadelphia Insurance Companies, US-based insurer of the Tokio Marine Group, provides risk management services and tools for its policyholders.</p> <p>PHLYSENSE is a property monitoring solution that installs in minutes for organizations, including microbusiness owners, with limited risk management resources. Microbusiness owners get real-time alerts if water is detected or temperatures reach a hazardous level. The program includes sensors and 24/7 monitoring, all at no cost to policyholders with property insurance coverage. PHLYSENSE is not required to use when purchasing PHLY's property insurance coverage.</p> <p>Alerts can be sent through SMS text, email, and phone calls, and the system can be managed through an innovative mobile app. By simply setting the sensor devices in strategic areas of buildings, microbusiness owners add another layer of property risk mitigation that can help avoid costly damages and repairs.</p>	- Microbusinesses	1,000	PHLY measures the positive social impacts of the "PHLYSENSE Sensor System" program by monitoring the number of devices deployed. We do track number of alerts triggered (low temperature, presence of water, high temperature) and the losses avoided (number of losses, approximate \$ saved). As of July 31, 2025, we have over 1,000 sensors deployed to 234 microbusinesses.

P163 **Tokio Marine & Nichido's employees performance appraisal system**

Tokio Marine & Nichido's employees performance appraisal system evaluates each employee's "Competency" and "Work Performances". "Competency" is measured for evaluating whether expected actions including compliance actions are taken. "Work Performance" is measured for evaluating whether or not expected work/business targets including risk management-related targets and GHG emissions reductions targets for Sustainability Key Persons and others are achieved. Performance appraisals of each employee are conducted twice a year based on an interim interview in October to November and an annual review interview in February to April.

-Long-term Incentives for Employees

Tokio Marine & Nichido's employees performance appraisal system is linked to its retirement allowance plans/the Defined Contribution Pension plan and the Defined Benefit Pension plan working as long-term incentives for employees.

-Defined Contribution Pension plan (DC): Every year, in addition to the company's contribution amount calculated by multiplying the "Stage points", "Grade points", and "Performance points" based on the stage, grade, and performance evaluation results by the point unit price for each age group, employees can add the amount of individual contributions as a source of funds within the pre-defined certain range, decide investment products by their own choice, invest them, and receive pensions based on the results (the pension benefit period, etc. is selected by themselves after the age of 60).

-Defined Benefit Pension plan (DB): Every year, "Stage points", "Grade points", and "Performance points" based on the stage, grade, and performance evaluation results are accumulated, and the amount obtained by multiplying the accumulated points at the time of confirmation of pension entitlement by the point unit price (10,000 yen) is the standard amount. The amount of pension benefit is determined by multiplying the salary by the payout rate, etc. specified in the contract, and is received as a pension (lump sum depending on the conditions) after age 65.

In addition, there is the stock ownership plan for employees at Tokio Marine & Nichido. Voluntary employee members can contribute a fixed amount of money each month through a "shareholding association" organization that is a single shareholder of Tokio Marine Holdings, Inc., and jointly purchase shares on an ongoing basis. The purchased shares are distributed and accumulated monthly according to the investment amount (number of contributions). This plan works as a long-term incentive for employees.

P175 **Board member's membership in the committee which oversees cybersecurity strategy**

Enterprise Risk Management Committee consists of several members of the Board of Directors meeting and often handles cybersecurity-related agenda. Submission items on cybersecurity issues has been closely reviewed by Mr. Nobuhiro Endo, a member of the Board of Directors meeting who oversees cybersecurity issues. (Please see Mr. Nobuhiro Endo's biography on our website: <https://www.tokiomarinehd.com/en/company/officers/n-endo.html>)

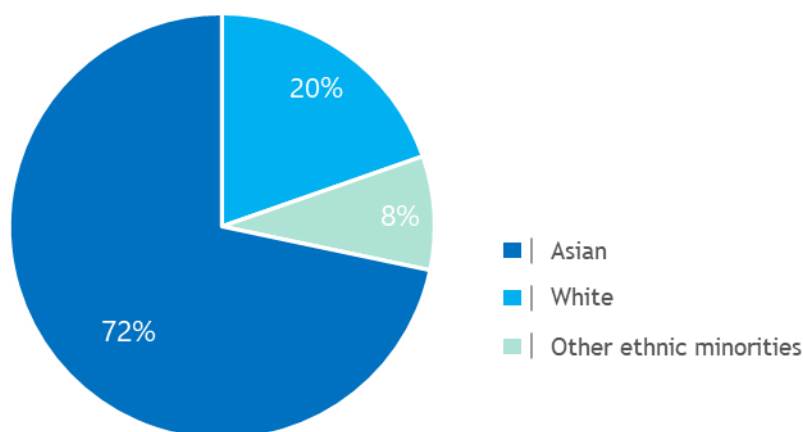
P176 **Third-Party Vulnerability Analysis**

With external assessors, we conduct vulnerability analysis against most of our group companies annually. The tests not only identify vulnerabilities of the IT infrastructure/information security management systems but also analyze those vulnerabilities to identify root causes and develop plans to address them.

P183 **Workforce Breakdown: Race / Ethnicity & Nationality**

In FY2024, out of the 4,325 group employees, 55% is based in Japan, 25% in the US, and 20% from the rest. Information on race and ethnicity is only collected in the US and information on Japan is estimated using the sample ration from TMHD. Below is the detailed breakdown of race and ethnicity in Japan and US-based GCs, excluding the 4% of the total workforce that has not provided a response.

FY2024 Race/Ethnicity Breakdown
Japan and US GCs (76% of Group FTE)



P200 **Environmental Load Data**

■ Environmental Load Data (Tokio Marine Holdings and major subsidiaries)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total non-renewable energy consumption	MWh	165,691	168,633	155,349	123,063	102,840
Total renewable energy consumption	MWh	8,589	21,068	33,972	52,871	52,153
Total energy consumption (non-renewable and renewable)	MWh	174,280	189,701	189,324	175,935	154,993
Data coverage (as % of denominator)	Percentage of total number of employees	100	100	100	100	100

P203 **Diversity-related Data**

【Turnover rate】 (P203)

[FY2024 Breakdown of Total/Voluntary turnover rates by Management level (Tokio Marine & Nichido)]

Management Level	Total turnover rate	Voluntary turnover rate
General Managers Class or equivalent	2.5%	0.9%
Manager Class or equivalent	2.0%	1.0%
Others	3.6%	3.3%
TOTAL	3.3%	2.8%

[FY2024 Breakdown of Total/Voluntary turnover rates by Age group (Tokio Marine & Nichido)]

Age Group*	Total turnover rate	Voluntary turnover rate
20s	4.6%	4.6%
30s	3.8%	3.8%
40s	1.5%	1.5%
50s	1.2%	1.2%
60s	37.8%	0.0%
TOTAL	3.3%	2.8%

* Each employee is categorized into an appropriate Age Group based on his/her age as of April 1, 2024

【Number of new hires-related data】 (P183)

[Percentage of open position filled by internal candidates (Tokio Marine & Nichido)]

	FY2020	FY2021	FY2022	FY2023	FY2024
Open position filled by internal candidates	94%	93%	87%	74%	75%

[Hiring breakdown by Gender (Tokio Marine & Nichido)]

	FY2020	FY2021	FY2022	FY2023	FY2024
Male	240	233	234	250	360
(New graduates)	(206)	(195)	(173)	(160)	(230)
(Mid-career hires)	(34)	(38)	(61)	(90)	(130)
Female	426	414	352	427	520
(New graduates)	(418)	(408)	(334)	(342)	(431)
(Mid-career hires)	(8)	(6)	(18)	(85)	(89)
TOTAL	666	647	586	677	880
(New graduates)	(624)	(603)	(507)	(502)	(661)
(Mid-career hires)	(42)	(44)	(79)	(175)	(219)

[Hiring breakdown by Age Group (Tokio Marine & Nichido)]

Age Group	FY2020	FY2021	FY2022	FY2023	FY2024
50s	0	0	0	0	0
40s	1	6	12	20	21
30s	31	25	47	90	131
20s or less	634	616	527	567	728
TOTAL	666	647	586	677	880

[Employee attitude survey (Tokio Marine & Nichido)] (P184)

Tokio Marine & Nichido conducts engagement surveys to accurately assess employee job satisfaction, engagement, and motivation, and to implement company- and organization-based measures to improve them.

In addition to qualitative information such as workplace opinions, we identify problem areas by quantitatively grasping issues, and identify issues and implement countermeasures based on the gap between expected values and actual conditions. While utilizing this survey, we accurately grasp employee job satisfaction, engagement, and motivation, and link this to the implementation of company- and organization-wide measures aimed at improving them.

Engagement attitude survey questions include questions on employee's feeling that corporate philosophy and vision permeate the employees (purpose-related), employee's feeling that his/her work is useful to our society (purpose-related), employee's feeling that his/her work is contributing to the society and your customers, employee's feeling that his/her performance evaluation is appropriate in light of his/her role (happiness-related), etc.

[Employee Training-related data] (P184)

[FY2024 Breakdown of Average Training hours/cost per employee by Gender (Tokio Marine & Nichido)]

Management Level	Average training hours per employee	Average training cost per employee
Male	20.4 hours	JPY86,277
Female	20.1 hours	JPY84,848
TOTAL	20.2 hours	JPY85,446

[FY2024 Breakdown of Average Training hours/cost per employee by Management level (Tokio Marine & Nichido)]

Management Level	Average training hours per employee	Average training cost per employee
Managers Class or equivalent	7.0 hours	JPY29,700
Staffs	23.8 hours	JPY100,647
TOTAL	20.2 hours	JPY85,198

[Diversity Indicators] (P185)

Diversity Indicators	FY2020	FY2021	FY2022	FY2023	FY2024
Share of female in total workforce	50.2%*1	52.4%*2	53.7%*2	54.1% *2	56.8%*2
Share of female in all management position including junior, middle, and top management	10.7%*1	23.3%*2	29.6%*2	32.5% *2	37.0%*2
Share of female in junior management position	12.5%*1	25.3%*2	33.2%*2	36.4% *2	40.0%*2
Share of female in top management position	6.0%*1	14.9%*2	16.9%*2	15.4% *2	23.3%*2
Share of female in management	9.2%	10.3%	11.6%	13.0%	35.4%*4

positions in revenue-generating functions*3 (Tokio Marine & Nichido)					
Share of female in STEM-related positions*5 (Tokio Marine & Nichido)	48.9%	50.3%	50.9%	52.7%	53.5%

The above figures are preliminary figures.

*1 Tokio Marine Holdings and domestic major subsidiaries

*2 Tokio Marine Holdings and major subsidiaries

*3 Production departments and claims service departments

*4 The figure includes the newly established position 'Unit Leader' introduced in the April 2024

*5 STEM (Science, Technology, Engineering and Mathematics)-related departments

P 186 **Employee Support Programs – Family benefits:**

Tokio Marine & Nichido has established the “mama & papa career advancement support system” as a system supporting the growth of employees wanting to work and advance their careers while raising children. Specifically, the company has set up systems that go above and beyond what is mandated by law and support measures realizing a smooth return to work as well as a good balance between work and childcare. The number of people using these systems is increasing every year.

●Mandated by Japanese law

- A childcare leave system up until the child turns 1 year and 2 months, as a general rule, that may be extended up to 2 years depending on circumstances
- A childcare leave within 6 weeks before childbirth and within 8 weeks after childbirth.
- A shortened work hours system that can be used from pregnancy to the end of the fiscal year when the child is in the 3rd year of elementary school

●Special family benefits program not mandated by law

- A special paid parental leave for the primary care giver up to 2 weeks before maternity leave
- Regardless of non-primary/primary care giver, a special paid parental leave up to 5 days from the start of parental leave
- A paid parental leave up to 7 days before the spouse gives birth
- A paid child nursing care leave up to 5 days for one person (maximum of 10 days for two or more people)
- A paid elderly nursing care leave up to 5 days for one person (maximum of 10 days for two or more people)

Third-party Assurance

Please see the assurance report for fiscal 2024 in Japanese and English on the following pages.

独立業務実施者の保証報告書

2025年8月29日

東京海上ホールディングス株式会社
取締役社長 小池 昌洋 殿

EY新日本 有限責任監査法人

東京事務所

業務責任者 川 崎 武 史

業務責任者 小 澤 裕 治

保証の範囲

当監査法人は、東京海上ホールディングス株式会社（以下「会社」という。）からの委嘱に基づき、会社が作成した「2024年度 エネルギー起源のCO2排出量、CO2吸収・固定・削減量および環境負荷データ等報告書」（以下「レポート」という。）に記載されている2024年4月1日から2025年3月31日までを対象とする会社及び主要子会社のサステナビリティ情報（以下「主題」という。）について、国際保証業務基準にて定義される限定的保証業務を実施した。保証の対象とし、手続を実施した主題については、レポートの該当箇所にマーク（レ）が付されている。

当監査法人は、前項の記載を除く、レポートに含まれるその他の情報について保証手続を行っておらず、したがって、その他の情報に関する結論を表明するものではない。

会社が適用した規準

主題は、会社が適用した規準（レポートのIV. 算定方法）（以下「規準」という。）に基づいて作成されている。

会社の責任

会社の経営者は、規準を選択し、その規準に基づきすべての重要な点において、主題を表示する責任がある。この責任には、不正や誤謬による重要な虚偽表示を防ぐための内部統制の確立と維持、適切な記録の保持、及び主題に関連する見積りの実施を含む。なお、温室効果ガス排出量の算定は、排出係数を用いており、当該排出係数の基となる科学的知識が確立されておらず、固有の不確実性の影響下にある。

当監査法人の責任

当監査法人の責任は、当監査法人が入手した証拠に基づいて、レポートに記載されている主題の表示に対する結論を表明することにある。

当監査法人は、「国際保証業務基準3000（改訂）過去財務情報の監査又はレビュー以外の保証業務」（国際監査・保証基準審議会）及び、温室効果ガス報告に関しては、「国際保証業務基準3410 温室効果ガス報告に対する保証業務」（国際監査・保証基準審議会）、及び2025年6月19日に会社と合意した契約書の委嘱条件に準拠し、限定的保証業務を実施した。当監査法人は、これらの基準等に基づき、手続を計画及び実施し、主題が規準に準拠して作成されていないと信じさせる事項がすべての重要な点において認められるかどうかについての結論を表明する。

選択される手続の種類、時期、及び範囲は、不正又は誤謬による重要な虚偽表示リスクの評価を含む当監査法人の判断によって異なる。

当監査法人が入手した証拠は、限定的保証の結論の基礎を提供するのに十分かつ適切であると判断している。

当監査法人の独立性と品質管理

当監査法人は、「職業会計士に対する倫理規程（Code of Ethics for Professional Accountants）」（国際会計士倫理基準審議会）に定める独立性を遵守し、この保証業務を実施するために必要な職業的専門家としての能力と経験を有していることを確認している。

また、当監査法人は、「国際品質管理基準第1号 財務諸表の監査若しくはレビュー又はその他の保証若しくは関連サービス業務を行う事務所の品質マネジメント（International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements）」に準拠しており、倫理規則、職業的専門家としての基準並びに適用される法令及び規則の遵守に関する方針と手続を含む、品質管理システムを設計、実施、運用している。

実施した手続

限定的保証業務で実施する手続は、合理的保証業務で実施する手続と比べて、その種類、時期、範囲において限定されている。その結果、限定的保証業務の保証の水準は、合理的保証業務が実施されていたなら得られたであろう保証の水準よりも実質的に低い。

当監査法人が実施する手続は、限定的保証業務の結論の根拠となる限られたレベルの保証を得るように設計されており、合理的保証を提供するために必要なすべての証拠を得るためのものではない。

さらに、当監査法人は、会社の内部統制の有効性を考慮して手続の種類と範囲を決定しているが、内部統制についての保証を提供するものではない。当監査法人が実施した手続には、ITシステムによるデータの集計又は計算に関連する統制の評価や手続の実施は含まれていない。

限定的保証業務は、主に主題や関連情報の作成責任者への質問、分析及びその他の適切な手続によって構成される。

当監査法人が実施した手続は、以下を含んでいる。

- ・法令等に準拠した規準に関する質問及び適切性の評価
- ・レポートに記載されている主題に関する内部統制の整備状況に関する本社および往査拠点（子会社）における質問、資料の閲覧
- ・レポートに記載されている主題に対する本社および往査拠点（子会社）における分析的手続の実施
- ・レポートに記載されている主題に対する本社および往査拠点（子会社）における試査による根拠資料との照合、再計算

また、その他状況に応じて必要と判断した手続を実施した。

結論

当監査法人が実施した手続及び入手した証拠に基づいて、2024年4月1日から2025年3月31日までを対象とする会社及び主要子会社の主題が規準に従って作成されていないと信じさせる事項はすべての重要な点において認められなかった。

（注）上記の保証報告書の原本は当社（レポート作成会社）が別途保管しております。

2024 年度 エネルギー起源の CO2 排出量、CO2 吸収・固定・削減量および環境負荷データ等報告書

I. 算定期間

2024 年度（2024 年 4 月 1 日～2025 年 3 月 31 日）

II. 算定範囲

東京海上ホールディングス株式会社と主要子会社(※)

III. 重要なサステナビリティ情報

【環境 エネルギー起源の CO2 排出量、CO2 吸収・固定・削減量および環境負荷データ】

エネルギー起源の CO2 排出量		2024 年度実績	単位	保証
CO2 吸収・固定量				
CO2 排出量	合計 マーケットベース（但し Scope 3 カテゴリ 15 を除く） 合計 ロケーションベース（但し Scope3 カテゴリ 15 を除く）	57,370 82,332	tCO2	レ
内訳)	連結グループ 国内*1	28,847	tCO2	レ
	連結グループ 海外*2	28,523	tCO2	レ
Scope1 直接排出	ガス、重油、ガソリン等	12,517	tCO2	レ
内訳)	連結グループ 国内*1	5,737	tCO2	レ
	連結グループ 海外*2	6,780	tCO2	レ
Scope2 間接排出	電力(マーケットベース)、冷温水等	21,344	tCO2	レ
	電力(ロケーションベース)、冷温水等	42,918		
内訳)	連結グループ 国内*1	9,157 28,900	tCO2	レ
	（電力:マーケットベース） （電力:ロケーションベース）			
	連結グループ 海外*2	12,186 14,017	tCO2	レ
	（電力：マーケットベース） （電力：ロケーションベース）			
Scope3 その他	合計（但しカテゴリ 15 を除く）	23,509	tCO2	レ
Scope3 内 訳)	【カテゴリ 1】購入した製品・サービス（紙使用）	7,885	tCO2	レ
	【カテゴリ 3】Scope1,2 に含まれない燃料及びエネルギー関 連活動（電力、蒸気・冷熱等使用）	4,372	tCO2	レ
	【カテゴリ 5】事業から出る廃棄物（廃棄物排出量）	1,329	tCO2	レ
	【カテゴリ 6】出張（ビジネストラベル（航空機））	9,924	tCO2	レ
Scope3 カテゴリ 15	投融資ポートフォリオ*3	4,330	千 tCO2e	
カテゴリ 15 内訳)	上場株式*3	1,939	千 tCO2e	
	社債*3	2,390		
加重平均炭素強 度	上場株式*3	102	tCO2e/百万米 ドル	
	社債*3	326		
CO2 吸収・固定・ 削減量	グリーン電力購入、非化石証書購入、CO2 吸収・固定量	24,954	tCO2	レ

環境負荷データ	2024 年度実績	単位	保証
電力使用量 (再生可能エネルギー(電力)使用量)	100,940 (52,153)	千 kWh	レ
ガス使用量	1,081	千 m3	レ
蒸気・冷熱等使用量	26,675	GJ	レ
ガソリン使用量	3,950	kl	レ
重油使用量	22,227	l	レ
ビジネストラベル（航空機）	73,934	千 km	レ
紙使用量	4,308	t	レ
水使用量（上水）（井水を含む）*4	204	千m ³	レ
排水量（下水）*4	139	千m ³	レ
廃棄物排出量（リサイクル量）	1,590	t	レ
廃棄物排出量（最終廃棄物排出量）	2,007	t	レ

【人権・労働】

社会性指標	2024 年度実績	単位	保証
欠勤率 *4	1.62	%	レ
男性の賃金に対する女性の賃金の割合（東京海上日動）			
全労働者	54.7	%	レ
正規雇用労働者	52.2	%	レ
非正規雇用労働者	66.1	%	レ

*1：Ⅱ．収集範囲のうち本社が国内（※の本社の所在（国内・海外）列が国内）

*2：Ⅱ．収集範囲のうち本社が海外（※の本社の所在（国内・海外）列が海外）

*3：算定期間は 2023 年度（2023 年 4 月 1 日～2024 年 3 月 31 日）

*4：東京海上日動火災保険（株）

※東京海上ホールディングス株式会社と主要子会社(2025 年 3 月 31 日現在)

会社名	本社の所在 (国内・海外)
東京海上ホールディングス（株）（TMHD）	国内
東京海上日動火災保険（株）（TMNF）	国内
日新火災海上保険（株）（NF）	国内
イーデザイン損害保険（株）（edsp）	国内
東京海上ミレア少額短期保険（株）（TMSSI）	国内
東京海上ウエスト少額短期保険（株）（TWSSI）	国内
東京海上日動あんしん生命保険（株）（AL）	国内
東京海上アセットマネジメント（株）（TMAM）	国内
（株）東京海上日動キャリアサービス（TCS）	国内
東京海上日動ファシリティーズ（株）（TKNF）	国内
東京海上日動ベターライフサービス（株）（BLS）	国内
Tokio Marine Asia Pte. Ltd.（TM Asia）	海外

Tokio Marine Insurance Singapore Ltd. (TMIS)	海外
Tokio Marine Life Insurance Singapore Ltd. (TMLS)	海外
Tokio Marine Safety Insurance (Thailand) PCL. (Safety)	海外
PT Asuransi Tokio Marine Indonesia (TMI)	海外
Tokio Marine Insurans (Malaysia) Berhad (TMIM)	海外
Tokio Marine Life Insurance Malaysia Bhd. (TMLM)	海外
The Tokio Marine and Fire Insurance Company (Hong Kong) Limited (TMFHK)	海外
東京海上日動火災保険(中国)有限公司 (TMNCH)	海外
Delphi Financial Group, Inc. (Delphi)	海外
Tokio Marine America Insurance Company (TMAIC)	海外
Philadelphia Consolidated Holding Corp. (Phly)	海外
Tokio Marine North America, Inc. (TMNA)	海外
HCC Insurance Holdings, Inc. (HCC)	海外
Privilege Underwriters, Inc.(PURE)	海外
First Insurance Company of Hawaii, Ltd. (FICOH)	海外
Tokio Marine Seguradora S.A. (TMSR)	海外
Tokio Marine Kiln Group Limited (TMK)	海外

IV 算定方法

【環境負荷情報算定方法】

開示情報	定義・算定方法
エネルギー起源のCO2排出量	☐ CO2排出量 合計、連結グループ 国内、連結グループ 海外 ・Scope1、2、3 排出量の合計
☒ CO2 排出量 合計、連結グループ 国内、連結グループ 海外	☒ Scope1 直接排出（ガス、重油、ガソリン等）、連結グループ 国内、連結グループ 海外 ・CO2 排出量＝環境負荷データの各使用量×各排出係数 ・連結グループ 国内は地球温暖化対策の推進に関する法律、連結グループ 海外に関しては US EPA の排出係数
☒ Scope1 直接排出、連結グループ 国内、連結グループ 海外	☒ Scope2 間接排出（電力、蒸気・冷温水）、連結グループ 国内、連結グループ 海外 ・CO2 排出量＝環境負荷データの各使用量×各排出係数 ・連結グループ 国内は地球温暖化対策の推進に関する法律、連結グループ 海外は IEA Emissions factors 2024, OECD/IEA, Paris, 2022 の排出係数
☒ Scope2 間接排出、連結グループ 国内、連結グループ 海外	☒ Scope3 その他 【カテゴリ1】購入した製品・サービス（紙の購入） ・CO2 排出量＝紙使用量×排出係数 ・サプライチェーンガイドラインの排出係数
☒ Scope3 その他	【カテゴリ3】Scope1,2 に含まれない燃料及びエネルギー関連活動 ・CO2 排出量＝電力、蒸気・冷温水使用量×排出係数 ・サプライチェーンガイドラインの排出係数
☒ CO2 吸収・固定・削減量	【カテゴリ5】事業から出る廃棄物 ・CO2 排出量＝廃棄物排出量 × 排出係数 ・サプライチェーンガイドラインの排出係数 【カテゴリ6】ビジネストラベル（航空機）

	<ul style="list-style-type: none"> ・CO2 排出量＝ビジネストラベル（航空機）の距離×排出係数 ・Department for Energy Security & Net Zero/2024 Government Greenhouse Gas Conversion Factors for Company Reporting の排出係数 <p>【カテゴリ 15】資産運用ポートフォリオ（温室効果ガス総排出量、加重平均炭素強度）</p> <p>PCAF スタンダードを参照し、以下の通り算定</p> <ul style="list-style-type: none"> ・投資先の Scope 1 および Scope 2 排出量に調整企業価値*1 に対する当社持分*2 を乗じて計算 ・各投資先企業の売上高当たりの温室効果ガス排出量に、ポートフォリオ組入比率を乗じて算出・合計 <p>*1 株式時価総額＋有利子負債</p> <p>*2 2024 年 3 月末時点の上場株式の投資残高(時価)、または社債の投資残高(簿価)の割合</p> <p>✓ CO2 吸収・固定・削減量 グリーン電力購入量、非化石証書購入量、CO2 吸収・固定量</p>
<p>環境負荷データ</p> <p>✓ 電力使用量</p> <p>✓ ガス使用量</p> <p>✓ 蒸気・冷温水使用量</p> <p>✓ ガソリン使用量</p> <p>✓ 重油使用量</p> <p>✓ 再生可能エネルギー使用量</p> <p>✓ 紙使用量</p> <p>✓ 水使用量（上水等）</p> <p>✓ 排水量（下水）</p> <p>✓ 廃棄物リサイクル量</p> <p>✓ 廃棄物排出量</p>	<p>✓ 連結グループ 国内はエネルギーの使用の合理化及び非化石エネルギーへの転換等に関する（省エネ法）、連結グループ 海外は GHG プロトコル</p> <ul style="list-style-type: none"> ・エネルギー供給会社からの年間購入量。 ・紙の購入量または使用量。 ・上水または下水等の使用量。 ・廃棄物のリサイクル量または排出量。
<p>✓ ビジネストラベル（航空機）</p>	<p>✓ サプライチェーンを通じた温室効果ガス排出量算定に関する基本ガイドライン Ver2.7 2025 年 3 月 環境省 経済産業省</p> <ul style="list-style-type: none"> ・経理情報の補足情報である出張情報から、出張ごとの移動空港を調べ、IATA の空港間の距離データ（km）を用いて移動距離を算出。

【人権・労働情報算定方法】

開示情報	定義・算定方法
✓ 欠勤率	<p>✓ 一定期間内における、労働者の延べ勤務日数に対する延べ欠勤日数の割合を示す値である。</p> <p>欠勤日数とは、業務上の傷害や疾病に限らず、何らかの就労不能の理由により勤務していない日数、但し休暇、研修、産休・育休（男女とも）、忌引など不就業が認められている場合の就労不能を除いた日数</p>
✓ 男性の賃金に対する女性の賃金の割合	<p>✓ 社員区分ごとの男性の平均年間賃金に対する女性の平均年間賃金の割合。但し、通勤手当等を除く。</p>

以上

Translation

The following is an English translation of an independent assurance report prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

Independent practitioner's assurance report

Mr. Masahiro Koike
President
Tokio Marine Holdings, Inc.

Scope

We have been engaged by Tokio Marine Holdings, Inc. (hereafter the "Company") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the Company's sustainability indices (the "Subject Matter") contained in the Company's "FY2024 Report on energy-related CO2 emissions, absorption, fixation and reduction, environmental data and others" (the "Report") for the period from April 1, 2024 to March 31, 2025. The Subject Matter for which assurance procedures were performed has been marked with a (✓) in the relevant sections of the Report.

Other than as described in the preceding paragraph, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by the Company

In preparing the Subject Matter, the Company applied "IV. Calculation Method" of the Report (the "Criteria").

The Company's responsibilities

The Company's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error. In addition, Greenhouse gas (the "GHG") emissions are estimated using emissions factors, and the scientific knowledge on which such emission factors are based has not been established, thus being subject to inherent uncertainty.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter described in the Report based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)') and with respect to GHG emissions, the International Standard on Assurance

Engagements: Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board, and the terms of reference for this engagement as agreed with the Company on June 19, 2025. Those standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared in all material respects in accordance with the Criteria. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Making enquiries regarding the Company's own criteria that it determined with consideration of laws and regulations applicable to the Company, and evaluating the appropriateness thereof;

- Inspecting relevant documents with regard to the design of the Company's internal controls related to the Subject Matter, and enquiring of personnel responsible thereof at the Company and a subsidiary visited;
- Performing analytical procedures concerning the Subject Matter at the Company and a subsidiary visited; and
- Testing, on a sample basis, underlying source information, matching indicators with the evidence and conducting relevant re-calculations at the Company and a subsidiary visited.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter of the Company for the period from April 1, 2024 to March 31, 2025 is not prepared in all material respects in accordance with the Criteria.

Takefumi Kawasaki
Yuji Ozawa
Engagement Partners
August 29, 2025
Ernst & Young ShinNihon LLC
Tokyo, Japan

Translation

The following is an English translation of the 2023 report on environmental data prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

August 29, 2025

Tokio Marine Holdings, Inc.

FY2024 Report on energy-related CO2 emissions, absorption, fixation and reduction, environmental data and others

I. Reporting period

Fiscal year 2024 (from April 1, 2024 to March 31, 2025)

II. Organizational boundary

Tokio Marine Holdings, Inc. and its major subsidiaries (*)

III. Significant sustainability information

Environmental data including energy-related CO2 emissions, absorption, fixation and reduction

Energy-related CO2 emissions, absorption, fixation and reduction		FY2024 performance	Unit	Assurance
CO2 emissions	Total – Market-based (excluding Scope 3 Category 15)	57,370	tCO2	✓
	Total – Location-based (excluding Scope 3 Category 15)	82,332		
Breakdown	Consolidated group domestic *1	28,847	tCO2	✓
	Consolidated group overseas *2	28,523	tCO2	✓
Scope 1 direct emissions	Gas, gasoline, heavy oil	12,517	tCO2	✓
Breakdown	Consolidated group domestic *1	5,737	tCO2	✓
	Consolidated group overseas *2	6,780	tCO2	✓
Scope 2 indirect emissions	Electricity (market-based), steam, hot/cold water	21,344	tCO2	✓
	Electricity (location-based), Steam, hot/cold water	42,918		
Breakdown	Consolidated group domestic *1 (Electricity: domestic market-based)	9,157	tCO2	✓
	(Electricity: domestic location-based)	28,900		
	Consolidated group overseas *2 (Electricity: market-based)	12,186	tCO2	✓
	(Electricity: location-based)	14,017		
Scope3 Others	Total (excluding Category 15)	23,509	tCO2	✓
Scope 3 Breakdown	Category 1 Purchased goods and services (Paper)	7,885	tCO2	✓
	Category 3 Fuel- and energy-related activities not included in Scope 1 or 2	4,372	tCO2	✓
	Category 5 Waste generated in operations	1,329	tCO2	✓
	Category 6 Business travel (Air)	9,924	tCO2	✓
Scope 3 Category 15	Investment and financing portfolio *3	4,330	Thousand tCO2e	
Category 15 Breakdown	Listed equities *3	1,939	Thousand tCO2e	
	Bonds *3	2,390		
Weighted Average Carbon Intensity	Listed equities *3	102	tCO2e/Million US Dollars	
	Bonds *3	326		
CO2 absorption, fixation and reduction	Green electricity purchase, non-fossil certificate purchase, CO2 absorption and fixation	24,954	tCO2	✓

Translation

The following is an English translation of the 2023 report on environmental data prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

Environmental Data	FY2024 performance	Unit	Assurance
Purchased and consumed electricity (Purchased and consumed renewable electricity)	100,940 (52,153)	thousand kWh	✓
Purchased and consumed gas	1,081	thousand m3	✓
Purchased and consumed steam, hot/cold water	26,675	GJ	✓
Purchased and consumed gasoline	3,950	Kl	✓
Purchased and consumed heavy oil	22,227	L	✓
Business travel (Air)	73,934	thousand km	✓
Paper usage	4,308	t	✓
Water usage (water supply) *4	204	thousand m3	✓
Water disposal (sewage) *4	139	thousand m3	✓
Waste emissions (recycled)	1,590	t	✓
Waste emissions (final waste emissions)	2,007	t	✓

Human Rights and Labor Health Management and Occupational Health and Safety	FY2024 performance	Unit	Assurance
Absentee rate *4	1.62	%	✓
Ratio of female employees' wages to male employees' wages (Tokio Marine & Nichido)			
All employees	54.7	%	✓
Regular employees	52.2	%	✓
Non-regular employees	66.1	%	✓

*1: II. Headquarters is located in Japan.

*2: II. Headquarters is located overseas (outside Japan).

*3: Reporting period is Fiscal Year 2022 (from April 1, 2023 to March 31, 2024)

*4: Tokio Marine & Nichido.

*: Tokio Marine Holdings, Inc. and its major subsidiaries (as of March 31st, 2025)

Company Name	Headquarters' Location (Japan/Overseas)
Tokio Marine Holdings, Inc. (TMHD)	Japan
Tokio Marine & Nichido Fire Insurance Co., Ltd. (TMNF)	Japan
Nisshin Fire & Marine Insurance Co., Ltd. (NF)	Japan
E.design Insurance Co., Ltd. (edsp)	Japan
Tokio Marine Millea SAST Insurance Co., Ltd. (TMSSI)	Japan
Tokio Marine West SAST Insurance Co., Ltd. (TWSSI)	Japan
Tokio Marine & Nichido Life Insurance Co., Ltd. (AL)	Japan
Tokio Marine Asset Management Co., Ltd. (TMAM)	Japan
Tokio Marine & Nichido Career Service Co., Ltd. (TCS)	Japan
Tokio Marine & Nichido Facilities, Inc. (TKNF)	Japan

Translation

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Tokio Marine Nichido Better Life Service Co., Ltd. (BLS)	Japan
Tokio Marine Asia Pte. Ltd. (TM Asia)	Overseas
Tokio Marine Insurance Singapore Ltd. (TMIS)	Overseas
Tokio Marine Life Insurance Singapore Ltd. (TMLS)	Overseas
Tokio Marine Safety Insurance (Thailand) PCL. (Safety)	Overseas
PT Asuransi Tokio Marine Indonesia (TMI)	Overseas
Tokio Marine Insurans (Malaysia) Berhad (TMIM)	Overseas
Tokio Marine Life Insurance Malaysia Bhd. (TMLM)	Overseas
The Tokio Marine and Fire Insurance Company (Hong Kong) Limited (TMFHK)	Overseas
The Tokio Marine & Nichido Fire Insurance Co.,(China) Ltd. (TMNCH)	Overseas
Delphi Financial Group, Inc. (Delphi)	Overseas
Tokio Marine America Insurance Company (TMAIC)	Overseas
Philadelphia Consolidated Holding Corp. (Phly)	Overseas
Tokio Marine North America, Inc. (TMNA)	Overseas
HCC Insurance Holdings, Inc. (HCC)	Overseas
Privilege Underwriters, Inc. (PURE)	Overseas
First Insurance Company of Hawaii, Ltd. (FICOH)	Overseas
Tokio Marine Seguradora S.A. (TMSR)	Overseas
Tokio Marine Kiln Group Limited (TMK)	Overseas

IV. Calculation method

Calculation method of environmental data

Calculation method of environmental data	
Disclosed information	Definition/calculation method
Energy-related CO2 emissions	✓ CO2 emissions total, Consolidated group domestic/overseas - Total amount of Scope1, 2 and 3
✓ CO2 emissions total, Consolidated group domestic/overseas	✓ Scope1 direct emissions (gas, gasoline, heavy oil), consolidated group domestic/overseas - CO2 emissions = purchased and consumed amount of energy shown in environmental data section × emission factors
✓ Scope1 direct emissions, Consolidated group domestic/overseas	- Consolidated group domestic: Act on Promotion of Global Warming Countermeasures - Consolidated group overseas: US EPA emissions factors
✓ Scope2 indirect emissions, Consolidated group domestic/overseas	✓ Scope2 indirect emissions (electricity, steam, hot/cold water), consolidated group domestic/overseas - CO2 emissions = purchased and consumed amount of energy shown in environmental data section × emission factors
✓ Scope3 Others	- Consolidated group domestic: Act on Promotion of Global Warming Countermeasures - Consolidated group overseas: 2022 Emissions factors from IEA Emission factors 2024 published by OECD/IEA, Paris
✓ CO2 absorption, fixation and reduction	✓ Scope3 Others >>>Category 1: Purchased goods and services (Paper) - CO2 emissions = Amounts of paper purchased × GHG conversion factors - GHG conversion factors are defined in “Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Ver.2.7” hereafter, "Guidelines on supply chain" by Ministry of the Environment and Ministry of Economy, Trade and Industry Government of Japan. >>>Category 3: Fuel- and energy-related activities not included in Scope 1 or 2 - CO2 emissions = Power and heat usage × GHG Conversion Factors - GHG Conversion Factors are defined in the “Guidelines on supply chain”. >>>Category 5: Waste generated in operations - CO2 emissions = Amounts of waste × GHG Conversion Factors - GHG Conversion Factors are defined in the “Guidelines on supply chain”.

Translation

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	<p>>>Category 6: Business travel (Air)</p> <ul style="list-style-type: none"> - CO2 emissions = Travel distance × GHG Conversion Factors - Department for Energy Security & Net Zero/2023 Government Greenhouse Gas Conversion Factors for company reporting <p>>>Category 15: Investment and financing portfolio (GHG absolute emissions, Weighted average carbon intensity)</p> <p>Calculated as follows with reference to the PCAF Standard</p> <ul style="list-style-type: none"> - investees' Scope 1 and Scope 2 emissions × Holding share *1 / Adjusted enterprise value *2 - Calculated and totaled by multiplying the GHG emissions per unit of sales of each investee company by the portfolio weight. <p>*1: Investment value (present value) for listed equities or investment value (book value) for bonds as of March 31, 2024.</p> <p>*2: stock market capitalization + interest-bearing debt</p> <p>✓ CO2 absorption, fixation and reduction: Purchased amount of green electricity, non-fossil certificate, amount of CO2 absorption and fixation.</p>
<p>Environmental Data (Purchased and consumed)</p> <ul style="list-style-type: none"> ✓ Electricity ✓ Gas ✓ Steam, hot/cold water ✓ Gasoline ✓ Heavy oil ✓ Renewable energies ✓ Paper usage ✓ Water usage (water supply) ✓ Waste disposals (sewage) ✓ Waste emissions (recycle) ✓ Waste emissions (final waste emissions) 	<p>✓ Consolidated group domestic: Act on the Rationalization of Energy Use and Shift to Non-fossil Energy</p> <p>Consolidated group overseas: GHG Protocol</p> <ul style="list-style-type: none"> - Annual amount of purchased energy from energy suppliers - Purchase amount of usage of paper - Usage of water supply or sewage water, etc. - Amount of waste emissions recycles or final wastes
<p>✓ Business travel (Air)</p>	<p>✓ Ministry of the Environment and Ministry of Economy, Trade and Industry Government of Japan, (March 2024) Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Ver2.7</p> <ul style="list-style-type: none"> - Travel distance is calculated based on corporate expense data, and distance data (km) between airports provided by IATA.

Calculation method of Human Rights and Labor

Disclosed information	Definition/calculation method
<p>✓ Absentee rate</p>	<p>✓ A measure expressing the proportion of the total number of absentee days out of the total number of scheduled working days for workers within a given period of time.</p> <p>✓ Absentee days are defined as days that workers were absent due to any kind of incapacity, including but not limited to work-related injuries or illnesses.</p> <p>✓ However, absentee days do not include incapacities to work that are permitted, such as paid leaves and holidays, trainings, maternity and paternity leaves, and compassionate/bereavement leaves.</p>
<p>✓ Ratio of female employees' wages to male employees' wages</p>	<p>✓ Ratio of female employees' average annual wages to male employees' average annual wages by employee category. However, commuting allowance, etc. are excluded.</p>