## Tokio Marine's Social Contribution Strategy

Tokio Marine Group promotes social contribution activities globally with the participation of all employees in collaboration with stakeholders toward the realization of the purpose of "supporting the needs of customers and local communities".

Self-motivated employees act with integrity and compassion, accumulate actions to resolve social issues, and spread those thoughts and actions throughout the organization and group. In addition, resolving social issues fosters a natural corporate culture, creates a virtuous cycle of resolving social issues and corporate growth (enhancing corporate value) and contributes to achieving SDGs.

Tokio Marine Group has promoting social contribution activities by setting "Combat Climate Change," "Improve Disaster Resilience," "Support people's Healthy and Enriching Lives," and "Promote and Support Diversity & Inclusion (D&I)" as its four priority areas for stakeholders including "future generations". In addition, "Group Sustainability Committee" and "Social Contribution Subcommittee" have been established to discuss and examine the policies and goals of the Group's social contribution activities. The Board of Directors of Tokio Marine Holdings discusses and decides policies and goals related to social contribution strategy.

Tokio Marine Group Compliance Code of Conduct is applied to our social contributions and/or sponsorship activities.

**Priorities, Initiatives and KPIs (SDGs)**

| Priorities | Initiatives | Business KPIs | Environmental and Social KPIs (SDGs) |
|---|---|---|---|
| -Improve Disaster Resilience | -Promote Disaster Risk Reduction (DRR)-related initiatives | -Strengthen business relationships with agents/clients<br>-Employee engagement, etc. | -Number of people participated in and benefiting from DRR-related initiatives, etc.<br>(11.5 Reduce the number of deaths and people affected and economic losses by disasters) |
| -Support People's Healthy and Enriching Lives | -Promote Health-related initiatives | -Strengthen business relationships with agents/clients<br>-Employee engagement, etc. | -Number of people participated in and benefiting from health-related initiatives, etc.<br>(3.3 End epidemic and combat communicable diseases) |
| -Promote and Support D&I | -Promote D&I-related initiatives | -Strengthen business relationship with agents/clients<br>-Employee engagement, etc. | -Number of people participated in and benefiting from D&I-related initiatives, etc.<br>(9.2 Promote inclusive and sustainable industrialization)<br>(10.2 Empower and promote inclusion of all) |

**Type of Philanthropic Activities FY2020/FY2021 (Tokio Marine Holdings and domestic major subsidiaries)**

(UNIT: Million Yen)

| Category | FY2020 | FY2021 |
|---|---|---|
| Charitable Donations | 684 (33.2%) | 162 ( 6.7%) |
| Community Investments | 736 (35.7%) | 1,333 (61.5%) |
| Commercial Initiatives | 640 (31.1%) | 689 (31.8%) |
| TOTAL | 2,060 ( 100%) | 2,184 (100%) |

**Philanthropic Contributions FY2020/FY2021 (Tokio Marine Holdings and domestic major subsidiaries)**

(UNIT: Million Yen)

| Type of Contribution | FY2020 | FY2021 |
|---|---|---|
| Cash contributions | 1,491 (72.4%) | 1,556 (71.2%) |
| Time: Employee volunteering during paid working hours | 0 ( 0.0%) | 3 ( 0.1%) |
| In-kind giving: product or services donations, projects/partnerships or similar | 0 ( 0.0%) | 17 ( 0.8%) |
| Management overhead | 569 (27.6%) | 608 (27.8%) |
| TOTAL | 2,060 ( 100%) | 2,184 ( 100%) |