

March 30th, 2021  
Tokio Marine Holdings, Inc.

## **Establishment of Chief Diversity & Inclusion Officer Position and Diversity Council**

To maximize the contribution and engagement of all our diverse employees and accelerate our diversity and inclusion (D&I) initiatives, Tokio Marine Holdings, Inc. (President and Group CEO: Satoru Komiya, hereinafter referred to as “TMHD”) will create a Group Chief Diversity & Inclusion Officer position (CDIO) and Diversity Council as of April 1<sup>st</sup>, 2021

### **1. Background**

Tokio Marine Group's evolution and growth over the past two decades has led to a very diverse portfolio in terms of business, geography, and human capital. This expansion of our business and talent pool has given us access to additional ideas and perspectives that have contributed to our continued success.

As the world faces increasing risks, in terms of frequency and variety, such as natural disasters and global pandemics, we see an ever increasing need for diversity and inclusion (D&I) in order for us to realize our purpose as an organization; to deliver safety and security to our customers and society as a whole. For many years, TMHD has worked to create an inclusive environment with mutual respect at the foundation. In this age of unpredictability and evolving customer needs, we see this as the ideal moment to accelerate our D&I initiatives through the creation of a CDIO post and a Diversity Council.

### **2. CDIO Overview**

In order to have aligned group management, realize synergies and ultimately deliver optimum solutions to our customers, CxO posts were established across the corporate functions. As we continue our global diversification, D&I is a key strategic priority, therefore, to ensure aligned group management both from a strategic and organizational point of view, we will create a CDIO position.

As of April 1<sup>st</sup> 2021, Executive Officer, Mika Nabeshima will be appointed as CDIO. The expected role of CDIO is as follows:

- To lead our group-wide initiatives and ensure positive outcomes for all stakeholders through our D&I activities.
- To embed D&I into our corporate culture with the creation of an inclusive environment founded on trust through which we can create engagement and growth opportunities for each and every employee.

### **3. Diversity Council Overview**

Set up as an advisory board with the Group CEO as its Chairman, the diversity council will be expected to lead the advancement of D&I to contribute to the sustainable growth of the group. Led by the CDIO, the council will include representative executive leadership from both domestic and international group companies to engage on key issues and to create consensus around the optimal approach for the group. We have also asked our outside director to join the council to ensure the external stakeholder perspective is represented within the discussions.

To realize progress, quickly, in the D&I space, we believe we need to take both a 'top-down' and 'bottom-up' approach. As a result, in addition to the top executives, we will also ask 3-5 representative employees to join to ensure that the diversity of our employees is represented, and all voices are reflected in the dialogue and decision-making process.

The main role of the Diversity Council is as follows:

- Provide thought leadership and create a vision around our group approach to D&I. To share the vision and our executive commitment to it, both internally and externally.
- Provide a forum to debate and to discuss the key D&I themes facing the group, decide the optimal approach and to obtain the endorsement of the Group CEO.
- Help support and advance the understanding, learning and alignment of the top executives at both TMHD and the Group Companies.
- To support the success of each Group Company's own D&I initiatives by facilitating both the sharing of best practices and helping to secure necessary resources. Additionally, to monitor the progress each Group Company is making and where necessary engage in dialogue to ensure we are moving towards our goals.

### **4. Moving Forward**

By accelerating and creating structure around our approach to D&I, Tokio Marine Group aims to create an environment by which all employees around the world can maximize their contributions, as well as experience personal growth. By leveraging the diversity and power of all of our employees, regardless of their background, we will better provide safety and security to our customers around the world and deliver sustainable growth and value to all of our stakeholders.