

Modern Slavery Statement for the fiscal year 2019

About the Statement

Tokio Marine & Nichido Fire Insurance Co., Ltd. (hereinafter "TMNF") is a subsidiary of Tokio Marine Holdings, Inc. (hereinafter "TMHD"). TMNF carries out its business with other Tokio Marine Group companies in various countries and regions, including Australia through its managing agent Tokio Marine Management (Australasia) Pty Ltd (hereinafter "TMMA"). TMNF and TMMA are lodging a joint modern slavery statement (hereinafter "the Statement") to the Online Register for Modern Slavery Statements in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

The Statement has been approved by the TMNF and TMMA board of directors, following consultation between both entities, and is signed by Mr. Tadashi Handa, Senior Managing Director of TMNF.

The Statement

The Tokio Marine Group comprises TMHD, TMNF, two hundred and eighteen subsidiaries and twenty affiliated companies under its parent company TMHD (as of 31 March 2020). It operates in domestic non-life insurance business, international insurance business and financial & general businesses.

More information can be found at:

www.tokiomarinehd.com/en/company/about

Tokio Marine Group's supply chains comprise business partners including suppliers and subcontractors. We use routine suppliers and contractors for goods and services required for the maintenance and support of our business operations in Australia and elsewhere. As the Tokio Marine Group operates mainly in insurance and insurance related businesses, we normally do not act as a producer, manufacturer or retailer of physical goods.

Although TMNF operates in the corporate sector, risks do exist which TMNF and the Tokio Marine Group is mindful of. This can occur from the following: sourcing of labour, supplier agreements, representation of the company by employees and inadequate internal policies.

Tokio Marine Group has adopted the Group Corporate Philosophy which includes "Acting as a good corporate citizen through fair and responsible management, Tokio Marine Group will broadly contribute to the development of society".

More information can be found at:

www.tokiomarinehd.com/en/company/philosophy.html

In implementing our Corporate Philosophy, the Tokio Marine Group has formulated the Tokio Marine Group Sustainability Charter to set out principles of conduct in relation to social responsibility and to respect and promote the recognition of human rights of all people, including customers, shareholders/investors, insurance agents, business partners, employees and local communities/society.

TMHD supports and respects the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Labour Standards, the UN Guiding Principles on Business and Human Rights (Ruggie Framework) and ISO 26000, and has signed the UN Global Compact.

The Tokio Marine Group works to understand and incorporate international principles and guidelines concerning human rights. It participates in and contributes to initiatives concerning social responsibility, and by doing so, works towards realising a sustainable society.

The Tokio Marine Group Code of Conduct summarises important matters of conduct which are given the highest priority in our day-to-day business. It requires directors, officers and employees to conduct fair and equitable business activities in conformity with laws and social norms and requires the Tokio Marine Group to undertake equitable business activities. In addition, the Tokio Marine Group has established the Tokio Marine Global HR Policy as a universal philosophy and concept for human resources management to be shared in relevant countries and regions worldwide.

TMNF has issued its Principle of Transactions which outlines the social responsibility matters that must be followed when conducting transactions.

The parent company TMHD regularly carries out monitoring of initiatives for compliance and risk management in the business operations of Group companies including TMNF.

To implement social responsibility initiatives and integrate them into the value chain, TMNF issues the Principle of Transactions to new business partners including suppliers and subcontractors and excluding insurance agents, whose transaction amount is equal to or greater than one million Japanese Yen. It requires these business partners to promote initiatives for "compliance with laws, regulations and social norms", "promoting fair and honest transactions", "thorough information management", "consideration for the environment", and "strengthening a relationship of trust".

In the event that an employee, a director or an officer discovers an issue or potential issue in relation to compliance, the Tokio Marine Group requires such person to

immediately report and consult on the issue through organisational channels based on the "Tokio Marine Group Compliance Standards". However, to prepare for cases where it is not appropriate for employees or directors and officers to report or consult through organisational channels, the Group has installed in-house and external consultation services (hotlines), which are staffed by internal and external specialists.

At TMNF, a dedicated department (Human Rights Awareness and Diversity Promotion Office, Human Resources Department) formulates Basic Policies and Measures Concerning Human Rights every year and implements measures across all departments, and evaluates the effectiveness of them.

Tokio Marine Group companies conduct Human Rights training as part of various training programs including the programs for new recruits and regular programmes in the workplace, in which all employees and other co-workers take part to build a vibrant corporate culture without slavery, human trafficking, discrimination and/or harassment.

In preparing this Statement and considering how each entity TMNF controls or owns identifies, addresses, reports and reviews on the risks of modern slavery, TMNF has regard to its existing internal governance framework. Paramount within this framework is TMNF's Code of Conduct, a broad conduct policy addressing issues of human rights and detailing expected behavioural standards. The Code of Conduct applies (or is adopted with minor variations) throughout all entities that TMNF controls or owns, in order to ensure, among other things, compliance with human rights (which includes avoidance of modern slavery). Further, subsidiary reporting obligations ensures ongoing consultation by TMNF with entities it controls or owns to manage all applicable risks faced by them, which would include modern slavery issues, as and when relevant. TMNF continuously assesses the appropriateness of its governance framework and will continue to do so in the future.

21 December 2020



Tadashi Handa
Senior Managing Director, Member of the Board
Tokio Marine & Nichido Fire Insurance Co., Ltd.