Human Rights Principles (For details, please refer to our "Sustainabilit

Measurement of outcomes

Group companies evaluate the results of activities quantitatively every year based on KPIs.

KPI's of domestic companies is including some criteria such as (1) employee satlTm0/SuETQq0.00000F3 9 f reW* nc 307.61 546.72 Tm0 g0 G[e)9(m)-6(p)-3(l)-4(o)9(y)-6(e)9(e)-3( )11(s)-6((u)1)-3())]TJETQq0.00000 nBT

the active participation of female employees throughout the company.

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companies toward disaster resilience.” The Tokio Marine Research Institute held a lecture based on the

All the employees (including temporary staffs) of Tokio Marine Group attend compliance training which is held at each company.

<Policy / Commitment >

Tokio Marine Group supports and respects the OECD Guidelines for Multinational Enterprises. The Group requires all directors, officers and employees