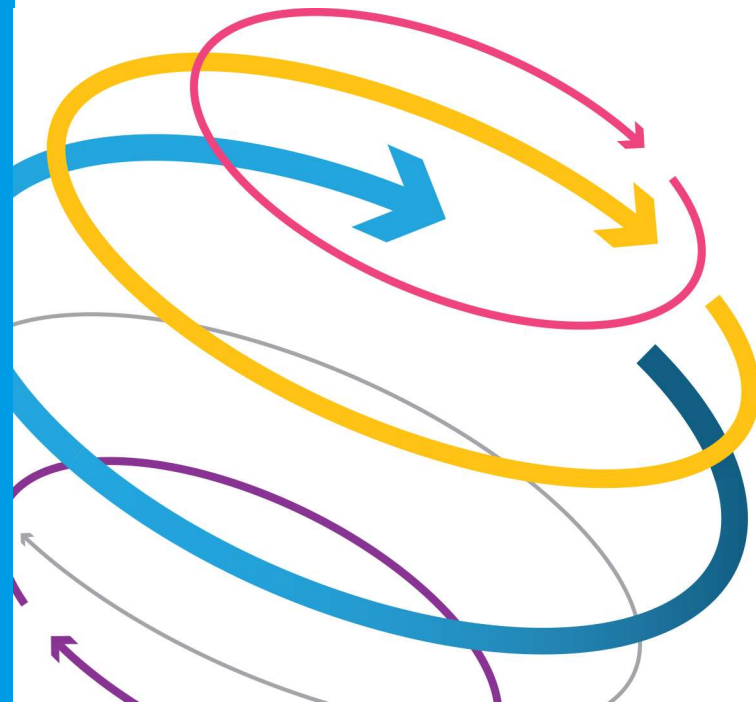


Gender Equality Index 2019

TME France

Gender Equality Index 2019 TME France

At Tokio Marine HCC (TMHCC), a trading name of Tokio Marine Europe (TME), we are committed to promoting equal opportunities, valuing diversity and encouraging a culture where each employee can achieve their full potential whatever their gender or background.



Gender Equality Index 2019 TME France

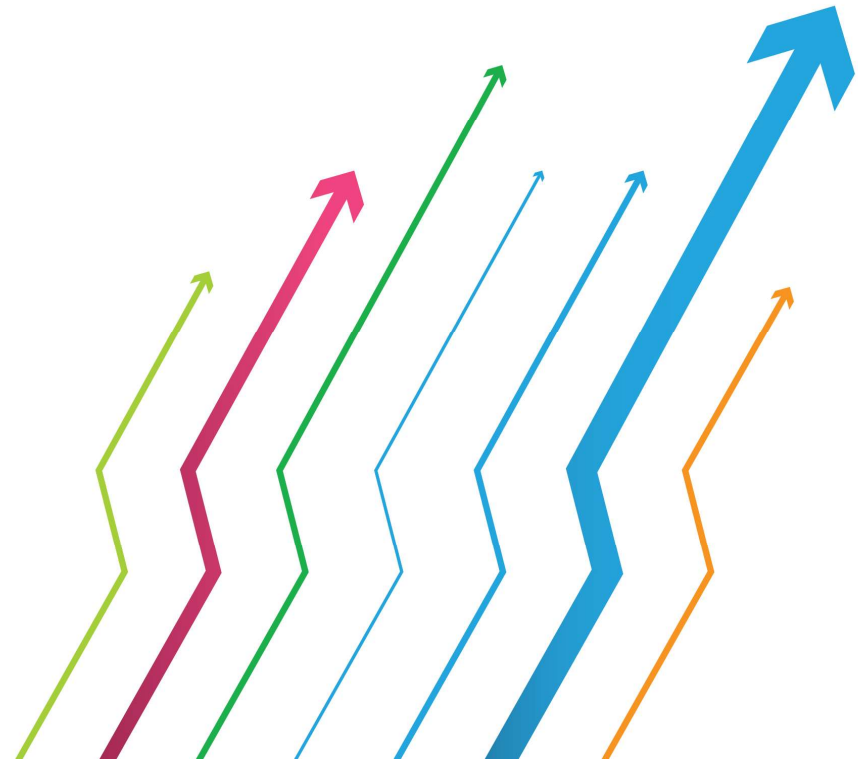
The Gender Equality Index compares the situation of women and men within the same company. Rated on 100 points, it is calculated on the basis of 4 indicators (for companies with fewer than 250 employees).

For the year 2019, Tokio Marine Europe - France obtains a score of :

83/100

This indicator is broken down as follows :

- Gender pay gap indicator: 23 / 40
- Indicator difference in rate of increase between women and men: 35 / 35
- Indicator percentage of female employees increased in the year following their return from maternity leave: 15 / 15
- Indicator number of employees of the under-represented sex among the 10 highest paid: 10 / 10





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