



Gender Equality Index 2023

TME France

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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.

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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 2023, Tokio Marine Europe - France obtains a score of:

72/100

This indicator is broken down as follows:

- Gender pay gap indicator: 17 / 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: 5 / 10

Our remedial measures



- In order to continue its efforts, and in view of the overall score of 66 points out of 100 obtained in 2021, the Company has defined appropriate and relevant corrective measures for 2022 to enable it to improve its Index. Although this year's index is still below 75 points, the overall score has been rising steadily since 2020 thanks to the efforts made and the commitment of all parties.
- A new agreement on Gender Equality was negotiated and concluded with the Works Council in June 2023 and came into force on 1 July 2023, incorporating corrective measures.
- Additional corrective measures have been taken in 2024 in the following areas:
- **Hiring:**
 - Draft job advertisements (internal and external) with the mention of gender and feminisation of job titles where possible
 - Continue to ensure gender-balanced recruitment

Our remedial measures



- **Remuneration:**

- Continue to ensure equal pay for men and women with the same level of responsibility, education, experience and skills at all levels:
 - Salary at hiring
 - Base salary (throughout the duration of the employment contract)
 - Variable remuneration (bonus)
- Continue to raise managers' awareness of pay equity during pay campaigns, particularly managers outside France
- Maintain the progression of the remuneration of women and men according to the objective criteria of skills, responsibilities and experience.
- Continue salary increases for women during or upon their return from maternity / parental / adoption leave (depending on the salary campaign calendar)

Our remedial measures



- **Promotions:**

- Identify female employees who may benefit from possible career advancement within the Company (and provide them with the necessary training to achieve this)
- Aiming for the promotion of women to the highest positions
- Ensure that men and women have the same grade for equal responsibilities, training, experience and skills
- Exclude time off for maternity / parental / adoption leave from promotion considerations

- **Training :**

- Make women a priority for training when they return from maternity / parental / adoption leave
- Train employees to prevent harassment and sexual harassment
- Train people involved in recruitment procedures on diversity and inclusion and make them aware of preconceived ideas, unconscious bias and stereotypes
- Regularly renew training for managers to raise awareness of the right to disconnect, burnout and the importance of work-life balance

Our remedial measures



- **Working conditions / Work-life balance :**

- Continue pre-and post-maternity / parental / adoption leave interviews
- Maintain the additional day of teleworking (3 instead of 2) for pregnant women from the 4th month of pregnancy
- Allow the effective application of a schedule adjustment on the first day of school for employees with children up to the age of 7
- Continue to give preference to conference calls / visioconferences and not to schedule meetings after 6pm
- Do not impose travel from Sunday evening onwards

Our progress targets



- **Indicator 1: Gender pay gap :**

- Aim for equal pay for men and women with the same level of responsibility, education, experience and skills at all levels:
 - Salary at hiring
 - Base salary (throughout the contract)
 - Variable remuneration (bonus)
- Aim to continue the process of annual salary review and market benchmarking, with the possibility of rectification in the event of significant and unjustified differences in remuneration for the same position.
- Aim to develop the remuneration of women and men according to objective criteria of skills, responsibilities and experience.

Our progress targets



- **Indicator 4: Number of employees of the under-represented gender in the top 10 highest paid**
 - Strive for a balanced recruitment of men and women to the highest positions in the company
 - Strive for the promotion of women to the highest positions
 - Aim for equal pay for men and women in top management for equivalent positions
 - Aim for stronger support for mentoring and sponsorship programmes for high potential women



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