



Gender Pay Gap Report

2022/23





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Developing our Female Talent

Outlined below are some of the initiatives that we continued or launched during 2023 to support female development and retention. These initiatives have been introduced as part of our Inclusion & Diversity, Wellbeing, and Learning & Development strategies. Together these help us to create an environment where our employees can thrive irrespective of gender, age, ethnicity, sexuality, belief, disability, or socio-economic background.

In Quarter 3 this year we launched our TMHCC Group Networks and Communities working with the aim of bringing people together to:

- Encourage professional development
- Foster inclusivity and belonging
- Build community engagement and outreach

The Women's community focuses on assembling an inclusive community that raises awareness of the issues facing women in our workplace and offers development, resources, networking, and mentoring opportunities. Our other groups will also offer support for our female employees given the intersectionality of experience:

- LGBTQ+
- Multi-Cultural
- Wellbeing Advocacy
- Working Parents
- Young Professionals

In the UK, we have continued to offer opportunities for our senior female employees to network, with Katherine Letsinger, our Chief Finance Officer hosting Susan Rivera, Group CEO, and women from across the business at an event on 5th July. In addition to networking, our female employees provided feedback that they would like to see mentoring opportunities. We started developing a programme this year, identifying both male and female mentors and for a programme launch in 2024.

Following the introduction of our Menopause Policy, guidance, and support group last year, we have started to work on providing support for our employees who may need fertility or assisted conception treatment. Along with a working group of UK employees we have partnered with Fertility Matters at Work to expand our offering in 2024.

In addition to our continuing Elevating Women in Leadership Programme, our female employees continued to participate in our other talent development offerings, including 'Accelerate' for our new entry level graduates, and senior and mid-level programmes.

We provide a quarterly Culture Dashboard to our Board where we include benchmark data against the Lloyd's Market targets for women in leadership roles. The dashboard also provides recruitment outcomes and promotions by gender. In providing these updates we ensure that we can be accountable to our Board in tracking our progress as we seek to close our gender pay gap and provide opportunities for female progression at Tokio Marine HCC.

Barry J. Cook

Chairman & Chief Executive Officer



A member of the Tokio Marine HCC group of companies

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