



MS & AD

SUSTAINABILITY REPORT 2024

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Message from the President



The MS&AD Insurance Group was founded in 2010 with the mission to "contribute to the development of a vibrant society and help secure a sound future for the planet, by enabling safety and peace of mind through our global insurance and financial services businesses." To realize this mission, we have established our 2030 vision to become a corporate group that supports a resilient and sustainable society, and have achieved steady growth while prioritizing our relationship with the communities we serve.

In our view, a resilient and sustainable society is one that can minimize the impact of unexpected events, adapt to new environments, and continuously rebuild and develop. This also involves maintaining a balance among the economy, the environment, and society, ensuring that the global environment and social systems can be sustained well into the future. Guided by our management principle of Creating Shared Value (CSV), our Group aims to reach a new stage of growth in collaboration with society, addressing social issues such as climate change.

Turning to social conditions, global inflation has peaked and monetary policy has

been shifted from a tightening phase. However global economic growth has been damaged by factors such as turmoil in financial markets, resurgent inflation, and heightened geopolitical risks due to escalating conflicts in various regions. Meanwhile, the rise in the frequency and severity of natural catastrophes caused by global warming is having a severe impact on people's lives and business operations.

In this era of uncertainty, we believe our role is not only to provide compensation for economic losses but also to contribute to social infrastructure by offering services such as disaster prevention and mitigation. Concurrently, we will also swiftly transform our operations, viewing this as a major turning point in our business.

In Stage 2 of our Medium-Term Management Plan (2022-2025), which began in 2024, we are earnestly addressing the issues of price-fixing and our agents' fraudulent insurance claims. We will undertake a comprehensive review of our business practices to make every effort to restore customer trust. Additionally, we will promote a comprehensive transformation of our business style through three key reforms: transformation of value provision, transformation of business structure, and transformation of productivity and profitability. Building on this foundation, we aim to innovate our products and services to offer new value both before and after compensation, invest in growth areas and digital and human assets, promote operational efficiency and quality improvement, and evolve into a risk solution platform provider that transcends the traditional insurance framework.

The MS&AD Insurance Group will continue to work with our stakeholders to help realize a society that is resilient and sustainable by creating shared value with society. We look forward to your continued support.

June 2024

Shinichiro Funabiki
President & CEO

CSuO Message

Using the challenge of solving social issues to provide insurance value

Insurance value and sustainability

The MS&AD Insurance Group believes that the role of insurance is “not only to compensate for economic losses but also to find and prevent risks and to reduce the impact of risks,” and we support the safe and secure lives and business activities of our customers accordingly. Accompanying customers in resolving the challenges they face today and in the future is the most important pillar of this effort.

In addition, the sustainability of the insurance business comes from the sustainability of society. This is because the need for insurance arises from the desire to “continue current lifestyles and businesses tomorrow and to make them better tomorrow.” Our key sustainability issues of “Symbiosis with the global environment,” “Safe and secure society,” and “Happiness of diverse people” are social issues, and at the same time, they are the foundation on which our business depends.

Working together with customers to solve social issues they face, I am convinced that this is the proper role of insurance and the only solution that will enable the sustainable growth of the Group. I also believe that these efforts come from the heartfelt feeling of all officers and employees that their “day-to-day work is connected to solving social issues.”

Incorporating sustainability into our work and making it into “earning power”

Since FY2024, we have incorporated sustainability into organizational and individual plans and targets to ensure that we put into practice the sharing of connections between the work of all officers and employees and sustainability. Then, in line with our plans and targets, we implement a cycle of working together with customers to resolve issues such as climate change, natural capital, biodiversity, and respect for human rights, then reviewing such efforts.

We position the annual “MS&AD Sustainability Contest” as one opportunity to review our efforts. This fiscal year, the purpose of the contest was to create “earning power” for the Group, and it was an opportunity to encourage employees to take on the challenge of solving our customers’ issues.

Working together for “Green Resilience”

In November 2023, we set and announced an interim target*1 for 2030 for the reduction of greenhouse gas (“GHG”) emissions by our major business partners in Japan. As part of efforts to address climate change, which is the most important issue, it should be a mission of insurance and financial service providers to reduce the GHG emissions of their business partners through insurance underwriting, investment, and loans, while also working to reduce their own GHG emissions, of course. By confronting this difficult issue head-on together with our many business partners, we hope to increase our contribution to solving the issue, while at the same time capturing business opportunities for the Group.



With this in mind, we determined that our targets will apply to all business partners for which premiums income exceeds a certain size, regardless of industry.

We have also been engaged in activities to preserve and restore the natural environment, under our approach of creating a virtuous cycle that mitigates damage from natural disasters and revitalizes communities, while making the most of nature's bounty and protecting biodiversity, which we call "Green Resilience." We intend to use the slogan "Green Resilience" as a new value that we offer to customers through the development of our products and services, as it will make it easy for our employees to feel the close connection with our Mission.

Specifically, in collaboration with a start-up company capable of analyzing river and groundwater flows, we have begun providing services to help companies assess and disclose their water-related risks, and we are developing tools to assess how the environmental and biodiversity impacts of corporate activities such as urban and agricultural land development affect companies' financial position.

We are also taking on the challenge of investing in and fostering start-ups with promising solutions through an alliance of four financial companies*2 formed in February 2023, as well as establishing a "water positive system"*3 in areas where groundwater resources might be depleted owing to the presence of large industries.

Furthermore, we intend for our "environmental and social risk assessment,"*4 which checks the risk of damage to biodiversity associated with large-scale development and the status of certification in the supply chain, to also cover some renewable energy power plants where there is large-scale development, from the perspective of preserving natural capital and disaster prevention and reduction. Addressing climate change requires a balance between both the preservation of natural capital and disaster prevention and reduction, and at the same time, the introduction of renewable energy has been expanding rapidly in recent years, and the increasing burden on the natural environment has become an issue. We will use the "environmental and social risk assessment" more proactively in our dialogues with business partners, as an effective means of reducing our impact on the environment and local communities.

*1 We will reduce GHG emissions across approximately 3,300 major domestic business partners by 37% compared with FY2019 by FY2030.

*2 "Finance Alliance for Nature Positive Solutions (FANPS)" launched with Sumitomo Mitsui Financial Group, Inc., Development Bank of Japan Inc., and Norinchukin Bank

*3 A system in which businesses that have reduced stormwater infiltration capacity through land use, alteration, etc., pay at least the equivalent amount for restoration to businesses that have increased groundwater recharge capacity through nature-based solutions.

*4 This applies to new projects in agriculture, forestry, fisheries, and hydroelectric power generation that involve large-scale development in currently undeveloped areas.

Taking pride in changing society

We expect the Group to secure a strong reputation among customers when all officers and employees believe and act on the belief that our role is to work with customers to solve the social issues they face and that this is the value we should provide to them. Through our strong reputation among customers, we will reaffirm the value of insurance and the pride we take in our work and again ensure that this is a core part of our approach. We intend to involve various stakeholders in this spiral and make it a significant movement that changes society. That is the Group's aspiration.

Naomi Motojima
Managing Executive Officer
Group Chief Sustainability Officer (CSuO)

MS&AD Insurance Group and Sustainability



Our Sustainability Approach



MS&AD's Story of Value Creation and Business Models



Organizational Structure to Promote Sustainability



Targets (KPI) and Results



ESG Integration and Sustainability Approach



Communication with Stakeholders



Initiatives and External Assessment



Our Sustainability Approach

The MS&AD Insurance Group has set Mission, Vision, and Values in order to clarify how the Group should be. Furthermore, we have accelerated initiatives based on our sustainability approach to achieve our mission.

Our Mission

To contribute to the development of a vibrant society and help secure a sound future for the planet, by enabling safety and peace of mind through the global insurance and financial services business

Our Vision

To create a world-leading insurance and financial services group that consistently pursues sustainable growth and enhances corporate value

Our Values

Customer focus, integrity, teamwork, innovation, professionalism

Perspective of Sustainability of the MS&AD Insurance Group

The MS&AD Insurance Group will create shared value and aim toward a resilient and sustainable society through corporate activities that implement "Story of Value Creation," in order to realize our Corporate Philosophy (Mission).

We will consistently strive for supreme quality that lives up to the trust and expectations upon us, and together with our stakeholders, continue to contribute to the creation of society where everyone can pursue a stable life and take on dynamic business activities, while preserving the sustainability of the global environment and society.

(Basic Policies on Corporate Governance, Chapter 2 Section 2)

Business Activities with Consideration for Sustainability

The MS&AD Insurance Group, as insurance and financial services group which provides safety and peace of mind conduct business activities with consideration for sustainability.

We aim to enhance corporate value by contributing to solutions for sustainability issues (also known as environmental, social and governance (ESG) issues) with profound understanding through stakeholder engagement.

- Our underwriting considers issues and risks that would have a negative impact on society and the global environment. In addition, we provide products and services that respond to the demand of society.
- Our investments consider ESG factors in pursuit of long-term returns and contribution to solutions for sustainability issues.

“Action on Climate Change”, “Improving Sustainability of Natural Capital“ and “Respect for Human Rights” that require urgent actions are the Group's priorities.

We will disclose our initiatives, in line with global disclosure standards.

【Action on Climate Change】

- We contribute to climate change mitigation and adaptation as climate change may bring material impacts on our lives and ecosystems and pose substantial risks to the insurance industry.
- The establishment and implementation of innovative technologies to reduce greenhouse gas emissions, as well as next-generation energy (renewable energy, hydrogen, etc.) and the carbon recycle, are essential to achieving the goals of the Paris Agreement. We will promote engagement with our business partners and other stakeholders, and actively work to provide new risk solutions and make investments to support the transition to a net-zero society.

- We will not newly provide insurance for, nor make investments in coal-fired power plants or thermal coal mines*1.
- We will not newly provide insurance for oil and gas extraction and coal-mining projects*3 by companies whose primary business is coal*2. We will not newly provide insurance for, nor make investments in oil sands mining and oil and gas extraction projects in the Arctic*3.
- We have established medium- and long-term targets for the green house gas emissions reduction from our business processes and our business partners and the renewable energy usage ratio, and are working to reduce green house gas emissions.

< Greenhouse gas Emission Reduction >

Scope		FY2030	FY2050
Scope 1, 2		-50% (Base year: FY2019)	Net Zero
Category 1, 3, 5, 6, 7, 13		-50% (Base year: FY2019)	
Scope3	Underwriting and Investments	-37% (Base year: FY2019) (Category 15 / Domestic Main Business Partners)	
		To promote the reduction of greenhouse gas emissions with our business partners, we understand their challenges and propose solutions through dialogue.	

Scope 1 is for direct emissions from the Group, such as gasoline from company-owned vehicles.

Scope 2 is for indirect emissions from the use of electricity and gas.

Scope 3 is for indirect emissions by the Group's operations other than those in Scope 2.

<Renewable Energy Use>

FY2030	FY2050
60%	100%

【Improving Sustainability of Natural Capital】

- Natural capital is the foundation that supports our society and economy. As its conservation and sustainable use is essential to the economic development and prosperity of society, we take initiatives to conserve biodiversity and improve sustainability of natural capital.
- We will carefully determine whether or not to provide insurance or make investments in the following businesses that may have negative impacts on the environment and local communities, while taking into account the businesses' consideration for the environment and society. And, if any issues are identified, we will propose solutions to address them.
 - New construction of coal-fired power plants and coal mines, oil-fired power plants and oil fields, oil sand mining, and gas fields

- New construction of hydroelectric power plants
- New construction of solar power plants in Japan
- New construction of onshore wind power plants in Japan
- New construction of biomass power plants in Japan
- New agriculture, forestry and fisheries projects involving large-scale development in unexplored areas
- Projects that could destroy natural and cultural heritage sites protected under the UNESCO Convention for the Protection of World Heritage Sites and wetlands protected under the Ramsar Convention

【Respect for Human Rights】

- As respecting human rights is the foundation of a safe society where one can enjoy peaceful lives, we conduct our business activities with respect for human rights.
- We will not provide insurance for, nor make investments in cluster munitions that may kill large numbers of people at once and biological and chemical weapons, and anti-personnel mines that may cause indiscriminate mass killing.
- We will carefully determine whether or not to provide insurance or make investments in the businesses which may violate human rights of indigenous people or local communities, while taking into account the businesses’ consideration for the environment and society.

The Board of Directors and the Sustainability Committee hold discussions on the policies, plans, and the progress initiatives for the aforementioned Business Activities with Consideration for Sustainability. We keep the highly transparent disclosure and engage in dialogue with stakeholders. Revision and /or modification may be applied when necessary.

MS&AD Insurance Group participates in the following initiatives.

- Paris Pledge for Action
- United Nations Global Compact (UNGC)
- United Nations Environment Programme – Finance Initiative (UNEP FI) (Principles for Sustainable Insurance (PSI), Natural Capital Finance Alliance (NCFA))
- Principles for Responsible Investment (PRI)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Taskforce on Nature-related Financial Disclosures (TNFD)
- Partnership for Carbon Accounting Financials (PCAF)
- Japan Climate Initiative (JCI)
- Principles for Finance Action towards a Sustainable Society (Principles for Financial Action for the 21st Century)
- Japan Business Initiative for Biodiversity (JBIB) etc.

*1 : Existing coal fired power plants and thermal coal mines with technologies and techniques aiming to achieve the goals of the Paris Agreement might be handled after careful consideration.

*2 : Companies that derive at least 25% of their revenues from coal-fired power generation, thermal coal mines or companies that generate at least 25% of their energy from coal.

*3 : Projects and companies planning to decarbonize to achieve the goals of the Paris Agreement are exempted.

MS&AD's Story of Value Creation and Business Models

The MS & AD Insurance Group's business model, "The Story of Value Creation," is centered on the insurance business, a highly public business that solves social issues and provides value to society. At the same time, we ourselves pursue the value of sales and profits.

As an insurance and financial service provider, the Group anticipates a wide range of risks, including accidents and disasters, and provides coverage in the event of an emergency based on our concept of sustainability. In addition, to lessening the occurrence of risks, we also commit ourselves to solving social issues that cause risks. We will realize the creation of common value with society through our activities by identifying and communicating risks, preventing the emergence of risks and reducing their impact, and reducing economic burdens. This is the Group's business model.

- [Our Sustainability Approach](#)
- [MS&AD's Story of Value Creation](#)
- [Our Value Creation Approach](#)
- [ESG integration and sustainability approach](#)

Our Aim: The Group which Supports a Resilient and Sustainable Society

In its medium-term management plan (2022 – 2025), the Group aims to be a "corporate group that supports a resilient and sustainable society" that will grow together with society by contributing to the resolution of social issues based on our story of value creation. To put the Group's management concept into practice, each employee will engage with various social issues and help support a society where customers can live and conduct business activities with peace of mind, by providing products and services based on our company's business model.

- [Medium-term Management Plan \(2022–2025\) Stage 2](#) 
- [Key Performance Indicators \(KPIs\)](#)

A corporate group that supports a resilient and sustainable society

As a platform provider of risk solutions,

we will help solve climate change and other social issues, while growing together with society.

- In addition to covering economic losses, seamlessly provide products and services before and after coverage and protection.
- Offer optimal solutions through marketing, underwriting, payment services and risk consulting that utilize digital technologies.

Story of Value Creation

By facing social issues and providing products and services through our business model to realize our mission, we will help create an environment where customers can live and conduct business in a secure manner.

Our Management Philosophy (Mission)

To contribute to the development of a vibrant society and help secure a sound future for the planet, by enabling safety and peace of mind through the global insurance and financial services business

Our Business Model



Identifying Materiality

To identify the key social issues it needs to address, the Group first selects social issues that need to be resolved, taking into account common global goals and international guidelines and frameworks. It then evaluates impacts on stakeholders and on the Group, and identifies those that are of greater importance to both as the priority issues. In principle, we review the analysis of priority issues when preparing the Group's medium-term management plan, but we also review them as necessary in response to changes in societal expectations.

[STEP 1] Analysis of social issues

In order to accurately understand what issues society needs to address, we identified social issues in need of solving based on international goals, guidelines and frameworks such as UN Sustainable Development Goals (SDGs), ISO 26000, the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, as well as reports published by governments and relevant organizations. Based on this process, we selected 21 issues.

Social Issues Covered and 21 Issues Selected

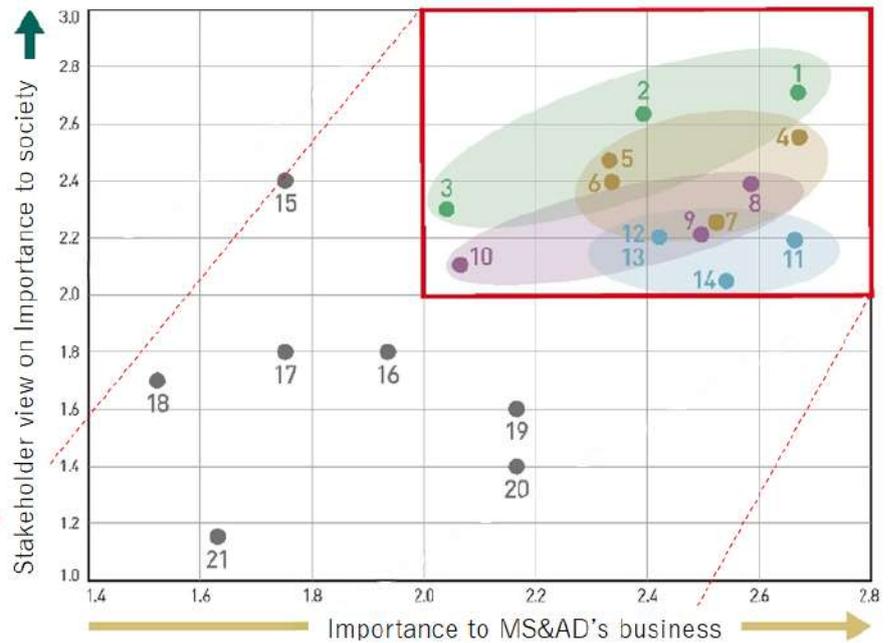
- Issues that must be addressed internationally (Global Risk Report, SDGs, etc.)
- Issues specified by international guidelines requiring companies to respond to and disclose information (ISO 26000, GRI Standard, SASB, DJSI, CDP, etc.)
- Issues identified in reports published by domestic government agencies and national and international organizations (Relevant Ministries, Non-Life Insurance Associations, Swiss Re Sigma Report, etc.)

1	Acceleration of global warming	8	Aging population and declining birthrate	15	Price instability
2	Damage to natural capital (Ecosystem degradation and crisis)	9	Human rights violations and exclusion of diversity	16	Hunger and food crisis
3	Environmental pollution and non-circular economy	10	Increasing poverty and inequality	17	Debt crisis
4	Emergence of new risks	11	Customer Responsibility	18	Frequent and spreading regional conflicts and terrorism
5	Spread of infection	12	Compliance	19	Disillusionment among young people
6	Large-scale earthquake	13	Corporate Governance	20	Commodity-shock
7	Decline of local industry	14	Human Capital	21	Immigration problems

[STEP 2] Identification of sustainability priority issues

The selected social issues were then analyzed from two perspectives: 1) the impact the Group has on society (importance to our stakeholders), and the impact society has on the Group (importance to our company). This allowed us to narrow down the list to 14 social issues deemed important to both our stakeholders and our company. We then established three priority issues: 1) Symbiosis with the Global Environment (Planetary Health), 2) Safe and Secure Society (Resilience), and 3) Happiness of Diverse People (Well-being), as well as fundamental areas of initiatives (quality, human resources, and ERM).

- We have analyzed social issues from two perspectives: (1) the impact of our company on society (stakeholder view on importance to society); and (2) the impact of society on our company (importance to our business).
- We have sorted out the issues that are more than 2.0 in importance for stakeholders and our company, and set the materiality.



1	Acceleration of global warming	Planetary Health
2	Damage to natural capital (Ecosystem degradation and crisis)	
3	Environmental pollution and non-circular economy	
4	Emergence of new risks	Resilience
5	Spread of infection	
8	Large-scale earthquake	
7	Decline of local industry	Well being
8	Aging population and declining birthrate	
9	Human rights violations and exclusion of diversity	
10	Increasing poverty and inequality	
Core Initiatives		
11	Customer Responsibility	Quality Human Resources ERM
12	Compliance	
13	Corporate Governance	
14	Human Resources	

[STEP 3] Main initiatives for the priority issues

We are promoting our CSV (Creating Shared Value) initiatives in areas such as climate change, loss prevention and mitigation, and respect for human rights, taking into account risks and opportunities based on our three identified priority issues.

> Priority Issues

Symbiosis with global environment (Planetary Health)

Action on climate change

– Aiming for net zero greenhouse gas emissions by 2050

- Reduction of greenhouse gas emissions created by Group and its supply chain
- Reduction of greenhouse gas emissions in cooperation with our client companies and investee companies
- Provision of products and services and investment and financing that will support technological innovation and its implementation in society for a transition towards a circular economy which will lead to decarbonization and the control of environmental pollution
- Provision of solutions for adapting to the effects of climate change
- Support for the transition to business based on the restoration and protection of biodiversity and the utilization of sustainable resources

Improvement of sustainability of natural capital

Safe and secure society (Resilience)

Measures to address new risks that emerge with the transformation of society

- Addressing new risks associated with innovation and changes in the industrial structure such as cyber risks

Loss prevention/mitigation through the utilization of data and AI

- Support to prepare for accidents, natural disasters and major earthquakes, including risk visualization and the provision of solution based on data analysis

Creation of a resilient and inclusive society (regional revitalization)

- Social implementation of green resilience, the use of the diverse functions of nature to prevent disasters, disaster mitigation, GHG emissions reduction, regional revitalization and physical and mental health
- Collaboration with local governments, commerce and industry associations and other stakeholders in communities to address social issues
- Regional revitalization through initiatives such as transition to a sustainable infrastructure, activation of regional industries, and realization of diverse mobility services

Happiness of diverse people (Well-being)

Provision of products and services that support customers' well-being

- Support for companies' health & productivity management
- Provision of products and services that will help promote customers' health, adapt to an aging society and improve QOL
- Financial inclusion: improving access to insurance and financial services

Respect for human rights

- Promotion of human rights due diligence (identification and assessment of human rights risks and prevention, mitigation and implementation of corrective activities that impact human rights within business activities) and establishment of remedy system

Employee well-being

- Improvement of mental and physical health, fulfillment and ease of working
- DE&I initiative: Creating a work environment that values diversity, equity and inclusion
- Employees and customers respecting each other's human rights

[STEP 4] Board approval

Under the Medium-term Management Plan (2022–2025), we have adopted the basic strategies of Value (value creation), Transformation (business reforms) and Synergy (demonstration of group synergy), and we consider sustainability to be one of the foundations that support these basic strategies. In order to drive sustainability, the Group has set KPIs for each priority issue, and senior management receives regular reports on the status of relevant initiatives and progress made on KPI achievement.

> Key Performance Indicators (KPIs)

Risks and Opportunities

	Social issues	Risks and opportunities	Time axis		
			Short	Medium	Long
 <p>Symbiosis with the global environment Planetary Health</p>	1 Acceleration of global warming	Risk		●	●
		Risk	●	●	
		Risk	●	●	●
	Opportunity	Opportunity	●	●	
		Opportunity	●	●	
		Opportunity	●	●	
	2 Damage to natural capital (ecosystem degradation and crisis)	Risk			●
		Risk		●	●
		Opportunity	●	●	
3 Environmental pollution and noncircular economy	Opportunity		●		
	Opportunity		●		

> Symbiosis with the Global Environment (Planetary Health)

	Social issues	Risks and opportunities	Time axis		
			Short	Medium	Long
 <p>Safe and secure society Resilience</p>	4 Emergence of new risks	Risk	●	●	
		Risk	●	●	
	Opportunity	Opportunity	●	●	
		Opportunity	●	●	
	5 Spread of infections	Risk	●	●	●
		Opportunity	●	●	
	6 Large-scale earthquakes	Risk	●	●	●
		Opportunity	●	●	
	7 Decline of local industry	Risk	●	●	
		Opportunity	●	●	

> Safe and Secure Society (Resilience)

Social issues		Risks and opportunities			Time axis		
					Short	Medium	Long
 <p>Happiness of diverse people Well-being</p>	8	Risk	Decrease in earnings caused by a decline in the total population (labor force) and medium- to long-term contraction of the domestic market due to the ongoing depopulation of local areas		●	●	
			Crisis of sustainability in social security systems and financial systems		●	●	
			Loss of earnings due to inability to address needs in an aging society		●	●	
		Opportunity	Increased interest in local revitalization initiatives that can revive local economies and solve labor shortages	●	●		
			Increased need for security systems in cooperation with local governments	●	●		
			Services related to nursing care and dementia, increasing the need for asset formation and asset inheritance measures in the super-aged society	●	●		
	9	Risk	Decrease in reputation due to actual or possible human rights violations	●	●		
			Opportunity	Increased awareness of respect for human rights and the increased need for corporate responses	●	●	
		10		Risk	Widening and entrenchment of the gap between the rich and poor due to the escalation of inter-state conflicts, etc., and destabilization of the economic environment from an increase in refugees	●	●
			Opportunity		Grasping of new markets through financial inclusion	●	●

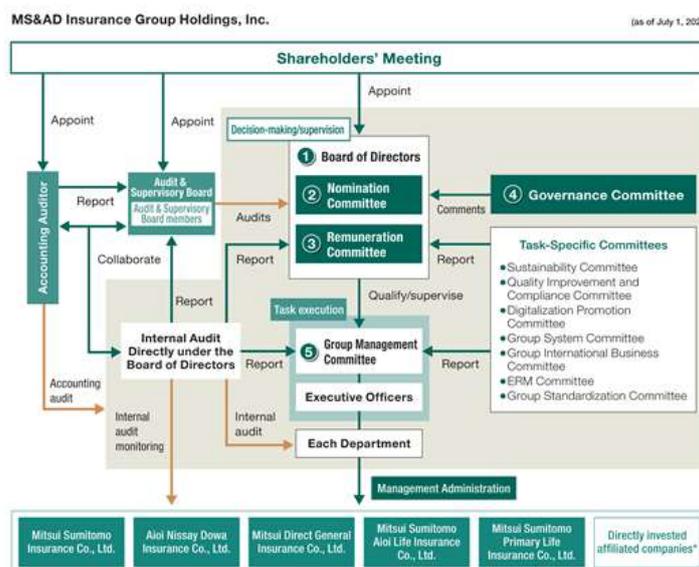
➤ Happiness of Diverse People (Well-being)

➤ Risks/Opportunities and Initiatives  (707KB)

Organizational Structure to Promote Sustainability

Management Structure

The Group has established a governance structure for sustainability-related issues consisting of the Board of Directors, the Group Management Committee, and Task-Specific Committees.



*Related operating companies consist of the following eight: MS&AD InterRisk Research & Consulting, MS&AD Business Support, MS&AD Staff Services, MS&AD Systems, MS&AD Business Service, MS&AD Grand Assistance, MS&AD ABILITYWORKS, and MS&AD Ventures.

Board of Directors

In addition to matters stipulated by relevant laws and regulations and the Articles of Incorporation, the Board of Directors discusses and makes decisions on important sustainability-related matters critical to the Group's management strategy. These include the Group's management policies, strategies, and capital policies. It also oversees the execution of duties by directors and executive officers.

The Nomination Committee deliberates on significant human resource matters, such as the selection of director, corporate auditor, and executive officer candidates, as well as the appointment of directors and corporate auditors at domestic group insurance companies in which the Company has a direct investment. It also advises the Board on these issues. To achieve the Group's growth strategy, sustainability has been positioned as one of the necessary expertise areas for Board members to ensure effective discussions from diverse perspectives.

The Remuneration Committee advises the Board on the compensation structure for directors and executive officers, as well as the compensation framework for directors at domestic group insurance companies in which the Company has a direct investment. Performance-based remuneration for directors is determined based on the Company's performance, incorporating both financial and non-financial indicators, with sustainability as a key metric.

Group Management Committee

The Group Management Committee discusses key matters related to the Group's management, including management policies and strategies. It also monitors specific areas of business operations by receiving reports on certain matters approved by executive officers.

Task-Specific Committees

Seven Task-Specific Committees have been established with the aim to deliberate on important management matters related to business execution and to facilitate coordination among relevant departments. Sustainability-related issues and initiatives are primarily discussed by the Sustainability Committee and ERM (Enterprise Risk Management) Committee, which are part of these seven committees. The outcomes are then reported to both the Board of Directors and the Group Management Committee for final decision-making.

Sustainability Committee

The Sustainability Committee is chaired by the Group Chief Sustainability Officer (CSuO), a role created in FY2023 to lead sustainability efforts. The committee comprises the presidents of Group companies, the Group Chief Financial Officer (CFO), the Group Chief Risk Officer (CRO), and the Executive Officer in Charge of Diversity, Equity & Inclusion, among others. The committee discusses policies, plans, and strategies for addressing sustainability issues, including the setting of KPIs for risks and opportunities. In FY2023, the Group CSuO chaired four meetings. All discussion outcomes are reported to the Board of Directors.

Topics Discussed

	FY2022	FY2023
Number of Meetings	4	4
Topic/Theme Examples	● FY2022 sustainability initiatives	● FY2023 sustainability initiatives
	● Promotion of DE&I	● Disclosure related to climate change and natural capital
	● Advancement of Group human rights initiatives	● Promotion of DE&I
	● Efforts for achieving Net Zero by 2050	● Advancement of Group human rights initiatives
		● Greenhouse gas emissions reduction targets for business partners

ERM Committee

The ERM Committee, chaired by the Group CFO and the Group CRO, is responsible for discussing and coordinating key matters related to enterprise risk management (ERM). It also monitors aspects such as the status of risk, return, and capital, as well as risk management efforts, including those related to sustainability. The outcomes of discussions held by the ERM Committee are reported to the Board of Directors.

Topics Discussed

	FY2022	FY2023
Number of Meetings	8	9
Sustainability-related Discussion Topic Examples	<ul style="list-style-type: none"> ● Adding “changes in the environment surrounding human resources” as a key risk that top management must manage (major Group risk), and managing risks with a focus on climate change ● Improving management of natural disaster risks, including climate change 	<ul style="list-style-type: none"> ● Adding “Intensifying conflicts among nations, within other nations, etc.; political, economic, and social fragmentation and polarization; and security crises” as key risks for top management to manage (major Group risks), and managing risks with a focus on climate change ● Monitoring “damage to natural capital” as a risk area that top management must be aware of (emerging Group risk) as that may affect the Group in the medium and long term.

Executive Study Sessions and Expert Opinion Exchange Meetings

A system is in place to provide directors and other executives with ongoing information and training once they are appointed and throughout their tenure. Additionally, arrangements are made to facilitate information sharing and opinion exchanges between external directors and top management, as well as executive employees. The aim is to establish the internal framework necessary for fulfilling their roles and responsibilities effectively.

[Corporate Governance](#)

Executive Study Session

In September 2024, an executive study session was held with guest speaker Yoshie Komuro, President & CEO of Work-Life Balance Co., Ltd.

Study Session Details

Date: September 2024

Format: In-person

Speaker: Yoshie Komuro, President & CEO, Work-Life Balance Co., Ltd.

Participants: MS&AD Insurance Group Holdings directors and executive officers, as well as management committee members at its five group insurance companies in Japan (approximately 80 participants)

Lecture Title: “DE&I — Transforming Work Styles to Realize a Revolutionary Shift in Business Styles”

Lecture Summary

Taking the perspective of diversity, equity, and inclusion (DE&I) and work-life balance in the workplace, the guest speaker covered the challenges and emerging trends Japan is currently facing, as well as the directions that companies should be taking. Ms. Komuro highlighted issues that should be tackled as well as the solutions needed to achieve organizational transformation, highlighting examples from various companies. With the Group in the process of promoting a “Significant Business Style Revolution,” the session participants learned about the necessity of mindset and corporate culture change, while engaging in lively discussions on these topics.



Speaker: Yoshie Komuro,
President & CEO,
Work-Life Balance Co., Ltd.



Executive Study Session

Employee Engagement Initiatives

With the goal of becoming a corporate group supporting a resilient and sustainable society by 2030, the Group is advancing various initiatives toward creating shared value with society (CSV initiatives). Helping to solve societal challenges through our business activities requires that every Group employee enhances their understanding of CSV and the SDGs. We believe it is essential for each employee to feel that their daily work contributes to the sustainability of society and work together with customers to address sustainability challenges.

Sustainability Contest

Group-wide

Since 2018, the MS&AD Insurance Group has held the Sustainability Contest with the aim of instilling an understanding of our story of value creation and CSV initiatives in our daily operations. The contest recognizes efforts that help solve societal and Group sustainability issues and promote CSV. To date, we have received approximately 2,200 applications from Group companies in Japan and overseas. The contest has contributed to solving sustainability issues while also sharing excellent initiatives within the Group.

6th Sustainability Contest

In the 6th edition of this contest held in FY2023, a total of 340 submissions were received, and one Grand Prize, five Excellence Awards, and ten other prizes were awarded. The presentations took place at the Shinkawa headquarters and were live-streamed, with 490 employees participating. For the Grand Prize selection, the employees cast their votes along with the directors to determine the winner.

Grand Prize Winner: InterRisk Research & Consulting

Development and sharing of a global Future Flood Hazard Map enabling quantitative assessment of climate change risks

In response to increasing needs for the quantitative analysis of future flood risks due to the growing severity of disasters caused by climate change, InterRisk identified a limited source of available tools and developed the Global Future Flood Hazard Map. The map has been available free of charge since April 2023, alongside new services for companies adopting the framework of the Task Force on Climate-related Financial Disclosures (TCFD).

- [Launched “LaRC Flood Risk Analysis Service” \(in Japanese only\)](#) 



Next Sustainability Contest

For the FY2024 Sustainability Contest, the aim is to create a space for many employees to participate and reflect on the cycle of sustainability initiatives. The contest will feature new theme-specific awards to recognize diverse approaches to sustainability, such as initiatives by young employees and senior employees, collaboration with external parties, and inter-group cooperation.

Sustainability Contests at Group Companies

ADI MSI Aioi Life InterRisk

In addition to the group-wide Sustainability Contest, Group companies also hold their own competitions. In addition to the annual “Sustainability CSV × DX Awards” at Aioi Nissay Dowa Insurance, and the Sustainability Contest at InterRisk, the first-ever sustainability contest at MSI Aioi Life is being launched in FY2024.

We believe these contests help every employee understand the connection between their daily work activities and sustainability and promote CSV initiatives across the entire Group as they offer tailored products and services that leverage the unique characteristics of each Group company.

Employee Engagement Initiatives for Sustainability

Principal Approaches

<p style="text-align: center;"></p> <p style="text-align: center;">Study sessions for sustainability transformation (SX)</p>	<p>Mitsui Sumitomo Insurance is holding study sessions to promote employee understanding and awareness of the importance of Sustainability Transformation (SX) — a management shift aimed at balancing corporate and societal sustainability. Targeting employees in departments involved in sales, claims services, and contact center activities, the training sessions present specific SX initiatives from various divisions of the company. These include using dashcams for insurance services, adopting digital technologies, utilizing chatbots and recycled parts, and tailoring communication to customer needs. To inspire new insights and ideas among employees, SX study sessions are planned for every company site across Japan.</p>
<p style="text-align: center;"></p> <p style="text-align: center;">Customer dialogue on GHG emissions reduction</p>	<p>To help achieve carbon neutrality by 2050, Aioi Nissay Dowa Insurance is providing employees with information and various tools to promote decarbonization, along with study sessions. It is also encouraging all employees to obtain Carbon Accounting Advisor certification. This will enable them to propose and provide products and services that support optimal carbon neutrality measures for customers through conversations with them on GHG emissions reduction, thereby assisting customers with their decarbonization efforts.</p>
<p style="text-align: center;"></p> <p style="text-align: center;">Employee-participation initiatives</p>	<ul style="list-style-type: none"> • As part of its carbon reduction initiatives, Mitsui Direct General Insurance is implementing a roadmap with specific GHG emissions control measures and numerical targets. It is also encouraging employee participation in community-based social contribution activities and exchanges with nearby schools. The efforts include multifaceted programs, such as environmental protection efforts, traffic accident prevention, and donation drives to support disaster recovery organizations. • By adopting a flexible dress code and organizing employee networking events, Mitsui Direct General aims to enhance communication among employees, boost engagement, and foster a deeper understanding of sustainability through these activities.
<p style="text-align: center;"></p> <p style="text-align: center;">Departmental goals for sustainability initiatives</p>	<ul style="list-style-type: none"> • At Mitsui Sumitomo Primary Life Insurance, each department has designated a sustainability officer responsible for promoting sustainability initiatives, facilitating internal collaboration on sustainability efforts, and enhancing employee awareness and understanding. Specifically, departments set goals for sustainability initiatives, review midyear and fiscal year-end progress, and encourage employees to consider how their daily tasks connect to priority sustainability issues and what actions are needed. • Through sustainability training focused on themes such as the integration of sustainability into the Medium-Term Management Plan and its relevance to daily operations, the company supports employee efforts to implement effective and impactful initiatives.

Targets (KPI) and Results

Key Performance Indicators (KPI) in the Medium-Term Management Plan to Promote Our Sustainability Initiatives

KPI

Materiality	Metrics	Group Targets	FY2022 Achievement	FY2023 Achievement
Planetary Health	GHG emissions reduction rate (Scope 1+2)	FY2030 ▲50%vs FY2019 FY2050Net Zero	▲26.8%	▲35.3%
	GHG emissions reduction rate (Scope 3)	FY2030 ▲50%vs FY2019 Category :1、 3、 5、 6、 7、 13 *1 FY2050 Net Zero Category :All Categories	▲26.9%	▲24.8%
	Underwriting/ Investments	FY2030 ▲37% ((Base year: FY2019)(Key Japanese domestic corporate clients)*2	▲18.3%	—
		We, through engagement with clients, share challenges they have in reducing GHG emissions. We work together with them towards reduction of GHG emissions with solution proposals.	204 clients*3	
	Renewable energy usage rate	FY2030 60% FY2050 100%	21.1% *4	23.0%
	Premium growth rate of products which contribute to decarbonization and circular economy	FY2025 Annual average of 18%	17.9%	24.5%
Resilience (Resilience)	Rate of increase in the number of underwritten policies for products which help improve the resilience of society	FY2025 Annual average of 20%	29.4%	17.6%
	Instances of support for the resolution of issues faced by regional companies (Consulting services, training/seminars)	FY2025 10,000 instances a year	12,349 instances	11,892 instances
Well-being	Number of policies in force for products which help solve health-related social issues	FY 2025 2.6 million	2.17 million	2.22 million
	Number of policies in force for asset-building products to support longevity	FY 2025 0.1 million	0.05 million	0.07 million
	Instances of support for action by companies to address human rights (Consulting services, training/seminars)	FY 2025 1,000 instances a year	1,111 instances	1,047 instances

*1: Category 1: Purchased products and services (Subject: Paper and mail), 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2, 5: Waste generated in operations, 6: Business travel, 7: Employee commuting, 13: Downstream leased

*2: The calculation targets are key Japanese domestic corporate clients selected based on insurance premiums (approximately 3,300 companies, which account for about 50% of the underwriting portfolio on a premium basis). Calculated based on the PCAF's (Partnership for Carbon Accounting Financials) GHG Measurement Standards for Financial Institutions (as of the end of March 2023). The measurement target categories for underwriting are automobile insurance, fire insurance, casualty insurance (excluding construction insurance), cargo insurance, marine insurance, and aviation insurance, with the GHG emissions of key Japanese domestic corporate clients calculated. The measurement target assets for investments and loans include domestic listed stocks, corporate bonds, and corporate loans, with the GHG emissions of all targets with investments and loans among key Japanese domestic corporate clients calculated.

*3: Total by end of October 2024

*4: Correction made on August, 2023 Before correction : 24.1% After correction : 21.1%

ESG Data

[> ESG Data / Reference Material](#)

| Reference: Target and Results of Vision 2021

[> Target and Results of Vision 2021 !\[\]\(d415b5172fecdbaea44b7ff6524f4d79_img.jpg\)](#)

<Main Efforts>

The classification of cases may differ from "Our Value Creation Approach" in this report.

In "Our Value Creation Approach," we have adopted the classification that is most easily understood by all.

[> Our Value Creation Approach !\[\]\(d27e48b2777a47a98adf1cbdde5037b2_img.jpg\)](#)

Human Assets KPIs

KPI	Target Year	Target	FY2022 Achievement	FY2023 Achievement
Percentage of female managers	FY 2030	30%	19.5%	21.6%
Percentage of female line managers	FY 2030	15%	12.9%	18.4%
Digital human resources	FY 2025	7,000 people	3,601 people	5,814 people
Employees for international business	FY 2025	1,200 people	1,182 people	1,189 people
Percentage of productivity improvement personnel expenses (MSI, ADI)	FY 2025	8.50%	9.2%	9.2%
Percentage of people who exercise regularly	FY 2025	Current level or higher	26.5%	27.8%
Percentage of male employees taking childcare leave	FY 2025	100%	92.5%	89.9%
Duration of male employees taking childcare leave	FY 2025	4weeks	8.1days	12.1days
Number of annual paid holidays taken	FY 2025	Equal to or greater than the previous year	16.4days	16.5days
Percentage of mid-career employees among managerial staff	FY 2025	Current level or higher	22.6%	23.0%
Percentage of employees hired locally overseas appointed as executives of overseas subsidiaries	FY 2025	Current level or higher	83.0%	83.2%
Employee Awareness Survey	•Sense of helping to create shared value (CSV)	Equal to or greater than the previous year	4.5points	4.5points
	•Constant awareness of MVV		4.6points	4.6points
	•Pride in work, job satisfaction		4.4points	4.4points
	•Active participation		4.6points	4.7points

[ESG Data / Reference Material](#) to refer Subject organizations and data coverage

ESG integration and sustainability approach

The MS&AD Insurance Group always consider sustainability in terms of the environment, society, and governance (ESG) issues in all Group business activities, including the development of products and services, underwriting and investments.

ESG-related impacts include infringements of human rights that threaten respect for basic human rights, deforestation due to illegal logging, and corruption and bribery that undermine economic growth and stability. Our company’s business activities could influence ESG factors, and our company itself could be influenced by ESG factors. While we respond to such ESG-related risks to ourselves, we have been discovering business opportunities in addressing ESG concerns, e.g. offering automotive insurance with driving protection services to support safe driving, and thereby, reduce accidents, and using Big Data to present preventative measures against natural disaster. It is essential that we carefully assess ESG-related risks and opportunities, and reflect them in our business activities. We recognize the wide-ranging ESG risks such as legal risks, reputational risks, quality-related risks, business continuity risks, operational risks, transition risks, financial risks, etc., and these could potentially have a major impact on our company’s business activities and our stakeholders. Accordingly, we carefully identify such ESG-related risks to control them across our entire business activities.

We give an overview of these approaches in our “Perspective of Sustainability of the MS&AD Insurance Group” that describes our policies on addressing ESG concerns.

- [➤ Our Sustainability Approach !\[\]\(0c9598167da18fe048e2ff3ed53aec39_img.jpg\)](#)
- [➤ Products and services that contribute to sustainability !\[\]\(e83ac70b3b8bbb96d46889534d83fd84_img.jpg\)](#)
- [➤ ESG integration and sustainability approach \(practical process\) !\[\]\(0bbd29ee3ef4f88b24b8a7664b57d9d8_img.jpg\) \(938KB\)](#)

Implementation of "Business Activities with Consideration for Sustainability"

In May 2019, we committed that it would consider sustainability in all of our business activities in line with our ESG policy “Business Activities with Consideration”. In September 2020, we announced a detailed process, and we have been conducting underwriting and investments while reviewing the content in light of environmental changes.

[ESG Guideline]

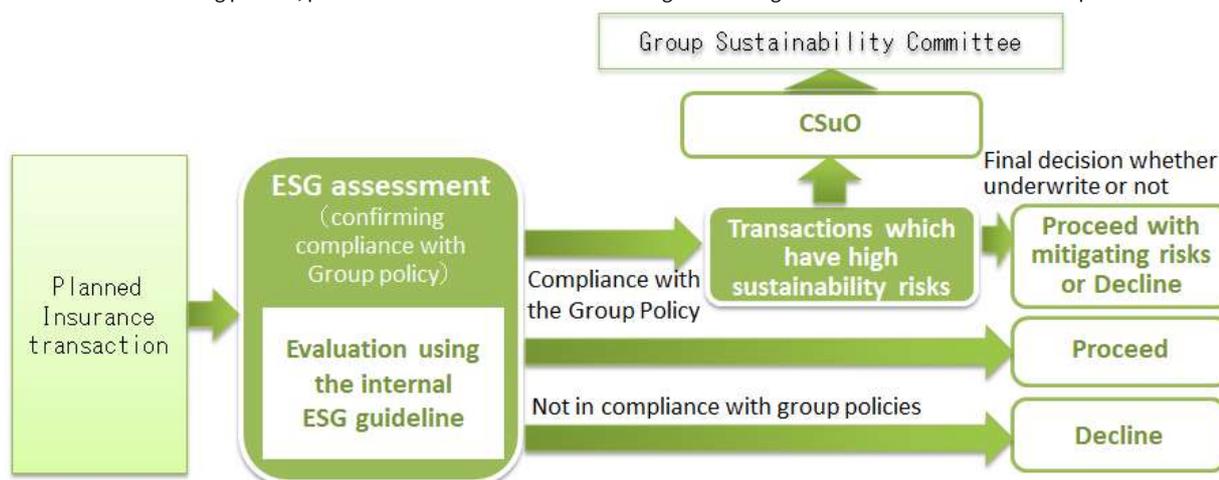
Sector	Classification	Guideline
Coal	To be excluded	Coal fired power plant, Coal mine(Mainly producing thermal coal) ^{*1}
	To be excluded	oil and gas extraction and coal-mining projects ^{*3} by companies whose primary business is coal ^{*2}
Oil·Gas	To be excluded	Oil sand mining, Oil & Gas extraction in the Arctic region ^{*3}
	To be reviewed	Oil fired power plants and oil fields, Oil sand mining, and gas fields
Controversial weapons	To be excluded	Controversial weapon manufacturer(cluster munitions, anti-personnel mines and chemical weapons)
Agriculture, Forestry and Fisheries	To be reviewed	New agriculture, forestry and fisheries project involving large-scale development in unexplored areas
Hydroelectric power	To be reviewed	Construction of new hydroelectric power plants
Solar power	To be reviewed	Construction of new solar power plants in Japan
Onshore wind power	To be reviewed	Construction of new onshore wind power plants in Japan
Biomass power	To be reviewed	Construction of new biomass power plants in Japan
Nature conservation area	To be reviewed	Project with negative impact on UNESCO World Heritage Sites or Ramsar-listed wetlands that may have negative impact on the environment and local communities
Human rights	To be reviewed	Businesses which may violate human rights of indigenous people or local communities

*1 Existing coal fired power plants and thermal coal mines with technologies and techniques aiming to achieve the goals of the Paris Agreement might be handled after careful consideration.
 *2 Companies that derive at least 25% of their revenues from coal-fired power generation, thermal coal mines or companies that generate at least 25% of their energy from coal.
 *3 Projects and companies planning to decarbonize to achieve the goals of the Paris Agreement are exempted.

Process for Underwriting*

In underwriting insurance, we have established an escalation process for projects that are considered to be in compliance with the Group's policies, but are deemed to have high sustainability risks (ESG risks). Since September 2020, we have reported such transactions to the Group Sustainability Committee based on the judgment of the senior management of the responsible sections for ESG. When formulating and revising policies, we hold dialogues with our company's client companies and share an understanding of the need for initiatives to move toward decarbonization.

*For the investment and financing process, please refer to "Investment and financing considering ESG issues" and "ESG evaluation process" below.



Signatory to the Principles for Sustainable Insurance (PSI) and the Principles for Responsible Investment (PRI)

The MS&AD Insurance Group has been seeking out what are the best practices for financial institutions that take into account environmental and social sustainability, and it has been participating in the United Nations Environment Programme Finance Initiative (UNEP FI) to disseminate and promote these best practices.

Our company has also signed up to the Principles for Sustainable Insurance (PSI) and the Principles for Responsible Investment (PRI) published by UNEP FI. We have been working on activities such as a pilot project for considering climate change-related and nature-related risk analyses and information disclosure carried out by UNEP FI or PSI.

<p>Principles for Sustainable Insurance (PSI)</p>	<p>Having signed PSI in June 2012, we give careful consideration to ESG (environmental, social, and governance) issues in our business activities as an insurance company, and undertake to do our part for the sustainable development of our planet.</p>	
<p>Principles for Responsible Investment (PRI)</p>	<p>Having signed PRI in June 2015, we pursue constructive dialogue with companies we invest in, taking ESG and other perspectives into account, and develop ESG-based investing practices.</p>	<p>Signatory of:</p> 

Development of Products and Services with Consideration for ESG

The MS&AD Insurance Group has underwriting criteria adapted for respective product and service as part of risk assessment process. In each process, certain ESG criteria are considered such as natural catastrophe risks, involvement with anti-social forces or ethical risks, based on the nature of the risk. Comprehensive process including system verification are properly implemented. Underwriting decision including the Board's approval are made based on these risk evaluations.

In association with underwriting products and services, we discuss general policy to handle ESG risks at the Sustainability Committee, and we evaluate and manage individual ESG risk at the ERM Committee. Both committees shall report their decisions and conclusions to the Group Management Committee and the Board of Directors.

In developing products and services, we examine the value to society and the value for our company generated by our products and services from various angles, and we strive to create value shared with society in providing these products and services. We have also developed a variety of sustainable products and services such as insurance or risk consulting services that support renewable energy projects, discounts to drivers who take a safe driving lecture aiming at reducing traffic accidents, and automotive insurance policies that allow the same-sex partner to be beneficiaries to support diversity.

In underwriting these products and services, all employees and agencies deepen their understanding of sustainability issues, including ESG risks, through trainings and other means, and to promote initiatives to realize a resilient and sustainable society with customers through dialogue.

Additionally, in reviewing factors to be considered, we have referred to the UN Global Compact, the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, the International Labour Organization Standards, the UN Convention against Corruption, and the OECD Guidelines for Multinational Enterprises.

[> Products and Services that Contribute to Sustainability \(PDF\) !\[\]\(11e336dad78f2436226fb664886901af_img.jpg\)](#)

ESG Investment and loan

As a signatory to the Principles for Responsible Investment (PRI), the MS&AD Insurance Group takes ESG issues into account for investment and loan.

Specifically, we incorporate ESG factors into investment/loan processes and promote ESG-themed investment (Sustainability-themed investment/loan, impact investment) on the basis of profitability, taking into consideration the MS&AD Insurance Group's sustainability priorities. In addition, MSI and ADI declared their acceptance of Japan's Stewardship Code, and have since engaged in constructive dialogue in line with ESG perspectives with investee companies, to encourage them to take appropriate actions to increase medium-term corporate value by raising their awareness over ESG.

Initiatives for ESG Investment and Loan	
ESG investment and loan initiatives	Content
Integration	
Reflection of the response to the Group's "Business Activities with Consideration for Sustainability"	Screening specific uses of funds and industries ("coal-fired power generation" and "inhuman weapons manufacturing" etc.) without investments and loans, and making prudent decisions on whether to engage in transactions from the perspectives of responding to climate change, improving the sustainability of natural capital, and respecting human rights
Incorporation of the Group's priority issues into the research	Focusing on "CO2 emissions", "deforestation", "water risk", and "human rights violations", evaluations by ESG evaluation companies and international initiatives (such as CDP) are used for investment decisions and monitoring.
Constructive Engagement	
Engagement	Conduct dialogue centered on stewardship activities
Positive Impact	
Sustainable/thematic investing	ESG issues, investments, and loans in themes such as renewable energy (e.g., solar, wind, hydrogen), green transition finance (greenhouse gas reduction), and regional revitalization
Impact investing	Investment in themes such as healthcare and education, focusing on climate change

Integration into Investment/Loan Processes - Systematic Incorporation of ESG factors into the investment process



Implementation of Constructive Responses as a Responsible Institutional Investor

From the perspective of fulfilling their social responsibility as institutional investors, Mitsui Sumitomo Insurance (MSI) and Aioi Nissay Dowa Insurance (ADI) have announced their support for Japan’s Stewardship Code, a code of behavior laid out for institutional investors. In line with the Code, we carry out a constructive dialogue with investee companies to encourage them to enhance their medium- and long-term value and sustainable growth, and, through the dialogue, we focus on understanding their management issues, their shareholder return policy, ESG, and other non-financial information. From July, 2023 to June, 2024, MSI and ADI conducted such dialogue with a total of 342 companies.

[➤ MSI Our Policies According to Japan’s Stewardship Code !\[\]\(9744027c2462738a4b8ec7d9c6615183_img.jpg\)](#)

[➤ ADI Our Policies According to Japan’s Stewardship Code !\[\]\(5e17ffbca1f899607873677550e81004_img.jpg\)](#)

In addition, through constructive dialogue (engagement) with our investee companies, we are encouraging them to reduce GHG emissions and disclose information in accordance with the TCFD recommendations, aiming for realization of a net-zero society, Specific matters to be confirmed include organizational structure in relation to addressing climate change, their efforts toward GHG emission reduction targets, their plans for technological innovation, and any challenges they face.

Examples of initiatives for engagement in relation to climate change

Example 1	Example 2
<p>We reviewed the progress made and challenges remaining for a company in the wholesale sector with high GHG emissions. This included the company’s coal business exit plan, new businesses contributing to GHG emission reduction, and value chain initiatives. We confirmed that they are progressing as planned toward their goals and are actively pursuing new businesses as opportunities for additional revenue.</p>	<p>We reviewed the status and challenges of climate change initiatives for a company handling construction products. We confirmed that the company is progressing smoothly as planned toward its sales targets for climate-friendly products that help reduce customer GHG emissions. We suggested that, going forward, they disclose the proportion of sales accounted for by their climate-friendly products and provide quantitative disclosures on the GHG reduction impact.</p>

ESG-themed investing including action on climate change

ESG-themed investment

Net-zero transition requires technological innovation and capital investment toward a drastic reduction of GHG emissions. Factors such as growth of demand for funding and needs for new financial products and services in relevant industries will likely bring about opportunities for financial institutions. The Group is working on ESG-themed investing on the premise of ensuring profitability, such as investment in projects with themes of developing solutions for social issues, including climate change.

As part of our mission as an insurance company that manages insurance funds deposited in the form of premiums, we will continue, with an emphasis on quality, to invest in projects, including those that are profitable and can contribute to both the environment and society.

Breakdown of ESG-themed investments (end of March 2024)

By theme	Investment and loan balance
Investment in ESG-themed funds	¥232.3 billion
Support for efforts to reduce greenhouse gases	
Renewable energy (e.g., solar, wind, hydrogen)	¥73.3 billion
Transition/Sustainability-linked finance	¥28.0 billion
Green finance	¥146.6 billion
Support for sustainable global development	
Social sustainability (including supranational bonds)	¥221.3 billion
Regional revitalization, healthcare, impact investment*, etc.	¥21.5 billion
Total	¥722.9 billion

*Of the investment amount commitment to the fund, only the invested amount is included

Impact Investment

The Group’s mission is “To create a world-leading insurance and financial services group that consistently pursues sustainable growth and enhances corporate value”. Through this investment activity, we will aim to create positive and measurable impacts on the environment/society while earning financial returns. In addition, we will contribute to attainment of SDGs and creation of a sustainable society by accumulating findings through evaluation/management of impacts on the environment/society while earning financial returns.

Group Joint Impact Investments



*1 Investment through a Group-specific investment vehicle. Managed by MSR (investment ratio: MS 85%, LGT 15%), an investment (asset management) JV in New York. LGT, a management company in Switzerland, is one of the global leaders in the ESG field.
 *2 Achievement of SDGs and realization of a sustainable society

ESG Investment/Loan Promotion Structure

As a signatory to the Principles for Responsible Investment (PRI), global standards for responsible investment, we have been reporting to FRI the status of our ESG investment/loan activities and progress, and we have received annual evaluation of our ESG initiatives.

Utilizing the results of the annual evaluation under PRI, we aim to improve our level of ESG initiatives.



Our Principal Thematic Investment

Impact Investment

<p>MSI ADI MSI Aioi Life MSI Primary Life</p> <p>The Group joint investment in overseas impact funds</p>	<p>Through funds investment and with a focus on “climate change solutions,” invest in social impact themes such as “inclusive growth, healthcare, education” as well.</p> <p>MS&AD INSURANCE GROUP INVESTS IN IMPACT FUNDS </p>
<p>MSI</p> <p>Investment in social impact bonds</p>	<p>Investment aimed at addressing social/environmental issues in such fields as medical/nursing care that the region is facing, in collaboration with Japanese local government</p> <p>Investment In Next Rise Social Impact Funds (in Japanese only) </p>
<p>MSI</p> <p>Investment in a bio-healthcare fund</p>	<p>Investment in startups within the bio-healthcare sector</p> <p>Investment in a Bio-healthcare Fund (in Japanese only) </p>
<p>ADI</p> <p>Investment in a climate and nature transition fund</p>	<p>Investment aimed at increasing the value of fund portfolio companies and thereby helping to achieve a sustainable society by promoting solutions to challenges related to climate change and natural capital preservation</p> <p>Investment in a Climate and Nature Transition Fund (in Japanese only) </p>
<p>MSI ADI MSI Aioi Life MSI Primary Life</p> <p>Investment in a forest fund</p>	<p>Investment focused on forest conservation and management, with the aim of not only gaining economic returns but also creating social and environmental value through carbon credit acquisition</p> <p>Investment in a Forest Fund (in Japanese only) </p>

Sustainability-themed investment

ESG in general

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Joint investigation of a business initiative for the development of sustainable finance</p>	<p>Launched collaborative discussions with institutional investors in Japan on a business initiative related to sustainable finance. The aim is to create a digital platform connecting asset managers and portfolio companies to promote mutual understanding and information disclosure on ESG matters.</p> <p>Initiation of joint investigation of a business initiative for the development of sustainable finance (in Japanese only) </p>
<p style="text-align: center;"> MSI ADI MSI Aici Life MSI Primary Life </p> <p style="text-align: center;">Investment in Green/Social/Sustainable Bonds</p>	<p>Invested in green bonds and social bonds, etc. issued by domestic and foreign companies.</p>
<p style="text-align: center;"> MSI ADI MSI Aici Life MSI Primary Life </p> <p style="text-align: center;">Investment in sustainable development bonds</p>	<p>Invested in sustainable development bonds issued by World Bank which aim to supports a wide range of projects in education, health, infrastructure, public administration, agriculture, and the environment to reduce poverty and support development in developing countries.</p> <p>The MS&AD Insurance Group Invests in World Bank’s Sustainable Development Bond </p>
<p style="text-align: center;"> MSI </p> <p style="text-align: center;">Incorporation of ESG guidelines into the investment/loan processes for externally entrusted funds</p>	<p>Incorporated ESG guidelines into the investment process of an overseas bond fund entrusted to Guggenheim, a close partner.</p>
<p style="text-align: center;"> ADI </p> <p style="text-align: center;">Investment in SDGs funds</p>	<p>Among companies making positive contributions to attaining SDGs through their products and/or services, invested in those companies with potential to improve corporate value through their business activities.</p>

Environment

<p>MSI ADI MSI Primary Life</p> <p>Financing for renewable energy power plants</p>	<p>Financing and fund investment in solar, wind, and biomass power generation to promote the spread of renewable energy.</p>
<p>MSI ADI</p> <p>Investment in Future Creation Fund</p>	<p>Invested in companies or projects that have positioned intelligent technologies, robotics, technologies useful in bringing about a hydrogen society, motorization, and new materials as core technologies, processing innovative technologies in these fields.</p>
<p>MSI ADI MSI Aioi Life MSI Primary Life</p> <p>Transition Finance</p>	<p>Supporting corporate efforts to reduce greenhouse gas emissions.</p>
<p>HD MSI ADI</p> <p>Investment in Japan Climate Transition Bonds</p>	<p>Invested in a fund aimed at promoting renewable energy adoption through financing for solar, wind, and biomass power generation, as well as investment in related funds. Supporting Japan’s decarbonization efforts through investment in Japan Climate Transition Bonds (in Japanese only) </p>
<p>MSI MSI Aioi Life</p> <p>Investment in startups that can contribute to a sustainable society</p>	<p>Invested in startups with innovative business models or technologies that can help achieve a sustainable society. Investment in startups that can contribute to a sustainable society (in Japanese only) </p>

Social

<p>MSI Aioi Life</p> <p>Investment in Japan International Cooperation Agency’s Peacebuilding Bonds</p>	<p>Supporting projects contributing to peace, stability and rehabilitation of countries, regions, etc. affected by conflicts and/or civil wars. Investment in the Peacebuilding Bonds issued by the Japan International Cooperation Agency (Japanese only) </p>
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External Assessment

The MS&AD Insurance Group utilizes assessments from global ESG rating agencies to enhance its sustainability initiatives. It has been recognized by various ESG indices through index inclusion.

 Initiatives and External Assessment

Communication with Stakeholders

We believe it is important to understand what our stakeholders expect and want from the Group and to utilize this understanding to improve the quality of products and services it provides as we continue to be valued as a corporate group that makes progress based on communication with our customers. The Group has various systems in place to facilitate communication with its stakeholders and offers quality which meets their expectations through feedback-based business improvement and highly transparent and effective corporate governance practices.

It is our role to provide the best solutions to the uncertainties and risks in society based on public expectations for the insurance and financial services. In order to provide safety and security to people and support dynamic business activities and a healthy and productive life, we listen and react to a wide variety of feedback from stakeholders, including customers, through such channels as consultations, requests, complaints, and opinions received, and utilize it for quality improvement. In addition, we publicly disclose our processes for understanding the feedback received, as well as the results and progress of counter measures.

Communication with Stakeholders

 Customers	<ul style="list-style-type: none"> • Customer surveys • MS&AD website • Communication with agents and employees (e.g., inquiries, consultations, requests, complaints) • Contact center
 Shareholders	<ul style="list-style-type: none"> • IR meetings • Individual meetings • Survey at the Annual Shareholders' Meeting • Briefings for investors
 Agents	<ul style="list-style-type: none"> • Meetings with agencies • Posting system • Agent meetings
 Business Partners	<ul style="list-style-type: none"> • Communication with outside vendors
 Employees	<ul style="list-style-type: none"> • Employee surveys • Communication with management • Speak-up system • Posting system
 Local Communities International Society	<ul style="list-style-type: none"> • Collaboration agreements with local governments • Communication with NPOs/NGOs • Communication/exchanges with local communities • Holding of seminars/symposiums
 Environment	<ul style="list-style-type: none"> • Communication with experts and NPOs/NGOs • Research on the global environment and natural disasters • Participation in initiatives and international conferences



Examples of Stakeholder Dialogue

Customers

Based on the MS&AD Insurance Group Basic Policy for Responding to Customer Communications, we listen sincerely to feedback from our customers obtained through customer questionnaires, the official website, and communication with agents/employees, and utilize it to improve business operations for quality enhancement. In addition, we have established the Customer-first policy in the business operations to ensure that we carry out business operations placing high value on the customer-first principle. We have developed various schemes that help to understand our stakeholders' needs and expectations and, to that end, to improve the quality of the products and services we offer together with management level discussions.

[Quality that Earns the Trust of Society](#)

Dialogue examples:

- Customer questionnaires
- Annual reports on the status of efforts to implement our Customer-First Business Operations Policy
- Contact centers
- Official websites
- Communication with agents and employees (inquiries, consultations, requests, and complaints, etc.)
- Disclosure of loss prevention and mitigation information to the public, alert delivery via app, etc.

Shareholders

We have been developing a range of IR activities such as IR meetings, briefings for investors, individual meetings, and shareholders' meeting questionnaires, in accordance with the Basic Policy to win the trust of shareholders and investors, and to enable the Group's corporate value to be fairly evaluated. The Group proactively engages in highly transparent information disclosure and constructive dialogue with shareholders and investors in an initiative to achieve sustainable growth and increase corporate value.

Specifically, through highly transparent information disclosure, the Group seeks to reduce information asymmetry with shareholders and investors. The feedback gained from the constructive dialogue with shareholders and investors is shared with management and the relevant departments to be utilized in the formulation of management strategies.

[IR Events](#)

Dialogue examples and results:

FY2023 dialogue results

- 2 strategy briefings for institutional investors and analysts
- 4 financial results conference calls
- 1 ESG meeting
- 1 thematic meeting
- 4 briefings for individual investors
- 223 interviews with analysts/investors worldwide, etc.

<p>Agents</p>	<p>By maintaining good communication with agents, our business partners, and by thinking and acting together, we aim to provide high-quality services and optimal products to our customers, as we pursue mutual growth for both our agents and the Group.</p> <p>Quality that Earns the Trust of Society</p> <p>Initiative examples:</p> <ul style="list-style-type: none"> • Agent meetings • Agent study sessions • Providing a CO2 emissions calculation service for motor agents
<p>Business Partners</p>	<p>We will conduct fair and equitable transactions with integrity and endeavor to achieve sustainable development as well as to fulfill our corporate social responsibilities. The MS&AD Insurance Group explains its Group Environmental Basic Policy to business partners and asks for their cooperation.</p> <p>Transaction Responsibilities</p> <p>Dialogue examples:</p> <ul style="list-style-type: none"> • Communication with contractors • Regular contractor inspections • Human rights risk management support, etc.
<p>Employees</p>	<ul style="list-style-type: none"> • Each year, the MS&AD Insurance Group carries out an employee engagement survey covering topics such as those to ascertain the degree of diffusion of the Group Mission, Vision, and Values; the degree of unity within the Group; and whether employees feel a strong sense of motivation. • A “speak up” system encouraging whistleblowing has been put in place, creating an environment in which employees can frankly and proactively share their views or raise concerns on any problems they may have. • A message board was established on the intranet to collect the views and improvement proposals from employees in order to incorporate them into quality improvement. The opinions are reviewed at each headquarters division and the feedback is given based on the results. • Through the exchange of opinions between executives and employees, we continue to make initiatives to leverage employee feedback in business operations. <p>Employee Well-being</p> <p>Implementing Activities and Dialog that Respect Human Rights</p> <p>Initiative examples:</p> <ul style="list-style-type: none"> • Conducting employee awareness survey • A speak-up system allowing employees to report or seek advice on possible violations of laws and regulations, company rules, and conduct issues • A suggestion submission system allowing each department at the head office to consider improvement proposals and provide feedback on the results, etc.

<p>Local Communities and International Society</p>	<p>As a member of both the local and international communities, the Group takes part in domestic and global initiatives. We also contribute to realization of resilient and sustainable community development by revitalizing local communities and international society through support for regional business, identification of issues by means of communication with NPOs/NGOs, etc. in each country, and collaboration and communication with various stakeholders aimed at resolving local and global issues.</p> <p>Initiatives and External Assessment Creation of a Resilient and Inclusive Society (Regional Revitalization)</p> <p>In order to promote initiatives through our insurance business to create shared value, our employees are encouraged to join environmental conservation activities and contributing activities to the local community so that they can deepen their understanding of social issues. Furthermore, through the MS&AD Unison Smile Club, a social contribution group created by the employees of the Group, donations are made that meet local needs through dialogue with local governments and various social contribution activities in collaboration with non-profit organizations.</p> <p>Green Earth Project (in Japanese only) MS&AD Unison Smile Club</p> <p>Initiative examples:</p> <ul style="list-style-type: none"> • Collaborative agreements with local governments • Collaborative research with universities on loss prevention and mitigation and the local environment • Dialogue with NPOs and NGOs • Dialogue and interaction with local communities • Holding seminars and symposiums, etc.
<p>Environment</p>	<p>Focusing on harmonious coexistence with the global environment (Planetary Health) as a priority issue, we have been promoting initiatives for responding to climate change, improving the sustainability of natural capital, and preserving and restoring biodiversity. We have also been contributing to resolution of social issues related to the natural environment through such means as conducting joint research programs with experts at universities, research institutes, etc. on global environment/natural disasters, holding seminar sessions/symposiums, and communicating with NPOs and NGOs.</p> <p>Action on Climate Change Improvement of Sustainability of Natural Capital Initiatives and External Assessment</p> <p>Dialogue examples:</p> <ul style="list-style-type: none"> • Dialogue with experts, NPOs, and NGOs • Collaborative research with universities on climate change and natural capital • Participation in initiatives and international conferences • Employee participation in environmental and social contribution activities • Holding seminars and symposiums, etc.

Initiatives and External Assessment

▼ Initiatives

▼ External Assessment

Initiatives

The MS&AD Insurance Group participates in various initiatives and strives to create shared value with society. The Group will continue to work to identify and address a diverse range of sustainability issues.

<p>Participation in the United Nations Global Compact*</p> 	<p>The MS&AD Insurance Group strives to carry out corporate activities with respect to the principles of the UN Global Compact. Furthermore, the Group is involved in the operation and activities of the Global Compact Network Japan, a local network of the UN Global Compact, by serving as an organizer of working sessions.</p> <p>* An initiative advocated by the former UN Secretary-General Kofi Annan in 1999. It requires global companies to comply with and practice 10 principles related to human rights, labor, environment, and anti-corruption.</p>
<p>The Principles for Sustainable Insurance (PSI) and the Principles for Responsible Investment (PRI)</p>	<p>The MS&AD Insurance Group has been seeking out what are the best practices for financial institutions that take into account environmental and social sustainability, and it has been participating in the United Nations Environment Programme Finance Initiative (UNEP FI) to disseminate and promote these best practices. Our Company has signed on to the Principles for Sustainable Insurance (PSI) and the Principles for Responsible Investment (PRI) published by UNEP FI.</p> <p>Signatory to the Principles for Sustainable Insurance (PSI) and the Principles for Responsible Investment (PRI)</p>
<p>Principles for Financial Action toward a Sustainable Society in the 21st Century (PFA21)</p>	<p>In October 2011, “Principles for Financial Action toward a Sustainable Society in the 21st Century (PFA21)” and “Business-specific Guidelines (insurance, deposits, loans and leases, investment management, securities and investment banking)” were released in Japan as action guidelines for financial institutions that wish to fulfill their responsibilities and roles in building a sustainable society.</p> <p>MS&AD Holdings, Mitsui Sumitomo Insurance, Aioi Nissay Dowa Insurance, Mitsui Direct General Insurance, Mitsui Sumitomo Aioi Life Insurance, Mitsui Sumitomo Primary Life Insurance, and MS&AD InterRisk Research & Consulting have signed, showing their intent to follow these principles.</p>
<p>Principles for Responsible Institutional Investors (Japan’s Stewardship Code)</p>	<p>Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance, from the perspective of fulfilling their social responsibility as institutional investors, have announced their support for Japan’s Stewardship Code, a code of behavior laid out for institutional investors.</p> <p>Our Policies According to Japan’s Stewardship Code</p>
<p>Task Force on Climate-related Financial Disclosures (TCFD)</p>	<p>The Task Force on Climate-related Financial Disclosures (TCFD) is working on developing a framework for companies and other organizations to disclose climate-related information. The Group is promoting information disclosures in line with its recommendations.</p> <p>Climate/Nature-related Financial Disclosure</p>

<p>PCAF (Partnership for Carbon Accounting Financials)</p>	<p>The MS&AD Insurance Group is a member of the PCAF, which has been developing measurement/disclosure methods for GHG emissions related to loans/investments and insurance portfolios.</p> <p>We will promote the measurement and disclosure of GHG emissions by financial institutions with the aim of contributing to emissions reduction across society as a whole. And we will also contribute to the realization of a net-zero society by measuring and disclosing our GHG emissions of investment and underwriting portfolios.</p>
<p>CDP</p>	<p>The CDP (formerly known as the Carbon Disclosure Project) is an independent nonprofit organization with the world's largest database for corporate measures against climate changes, and corporations and organizations across the world have disclosed their greenhouse gas emissions and measures against climate change through CDP. The MS&AD Insurance Group subscribes to CDP's approaches and continuously submits new data.</p>
<p>Challenge Zero (innovation challenges toward a net-zero society) Declaration</p>	<p>In June 2020, we subscribed to the "Declaration on Challenge Zero" released by Keidanren (Japan Business Federation) in support of achieving a net zero regarding greenhouse gas emissions as early as possible, in line with the goal of the Paris Agreement.</p>
<p>Japan Climate Initiative</p>	<p>The MS&AD Insurance Group has signed up to the Japan Climate Initiative. The Initiative was launched in 2018 with the aim of enhancing Japan's efforts to address climate change and sharing information on such efforts with the rest of the world. Under the Initiative, companies, local governments and NGOs that are actively engaged in climate change actions to cooperate toward achieving the goal.</p>
<p>Paris Pledge for Action</p>	<p>We support the "Paris Agreement," which countries all across the world affirmed in December 2015 to tackle climate change, and we have signaled our intention to work toward this goal by signing the "Paris Pledge for Action."</p>
<p>Taskforce on Nature-related Financial Disclosures (TNFD)</p>	<p>The MS&AD Insurance Group is taking part in activities of Taskforce on Nature-related Financial Disclosures (TNFD: Taskforce on Nature-related Financial Disclosures), which is aimed at promoting nature-positive financial flow. We have also established and have been operating the TNFD Consulting Group of Japan, a forum for promoting understanding of TNFD, etc.</p>
<p>TNFD Forum</p>	<p>We participate in the TNFD Forum, which is made up of companies and organizations that support the TNFD's objectives and development work. We also established and convene the TNFD's Consultation Group in Japan, which promotes understanding of the TNFD framework among TNFD Forum members in Japan.</p>
<p>Japan Business Initiative for Biodiversity (JBIB)</p>	<p>In regards to conservation of biodiversity and sustainable use of biological resources, MS&AD Holdings has been serving as the chair company of the Japan Business Initiative for Biodiversity (JBIB), which brings companies together for joint research projects on biodiversity, since JBIB's founding in April 2008.</p>
<p>Association for Business Innovation in harmony with Nature and Community (ABINC)</p>	<p>The association was established with the purpose of encouraging businesses to work toward development of a symbiotic society in harmony with communities' local flora and fauna, such as certification of corporate green space in consideration of biodiversity (ABINC certification). MS&AD InterRisk serves as the association's secretariat.</p>
<p>Finance Alliance for Nature Positive Solutions (FANPS)</p>	<p>In February 2023, the Group formed a financial alliance with the Sumitomo Mitsui Financial Group, the Norinchukin Bank, and the Development Bank of Japan, with the aim of becoming nature positive.</p> <p>The alliance provides support services to companies committed to following the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) and provide them with information on solutions to promote nature positivity.</p>

<p>30by30 Alliance</p>	<p>In order to contribute to realization of 30by30, a global target of designating at least 30% of the world’s land and oceans as protected/conserved areas by 2030, the MS&AD Insurance Group has been taking part in the 30by30 Alliance for Biodiversity headed by the Ministry of the Environment. The Group is working to contribute to realization of the target by promoting conservation of its own green zone.</p> <p>Mitsui Sumitomo Insurance Surugadai Green Spaces as OECMs / Corporate Green Space Support Package</p>
<p>Green Infrastructure Public-Private Partnership Platform</p>	<p>This platform was established to promote green infrastructure through both physical and policy-based measures in areas such as social capital development and land use. We are active in the platform subcommittees relating to planning and public relations as well as finance.</p>
<p>Business for Nature</p>	<p>In June 2020, the MS&AD Insurance Group subscribed to the purpose of Business for Nature, a global coalition which calls on governments to adopt ambitious nature and environmental policies.</p>
<p>“Plastics Smart” Forum</p>	<p>We participated in the Plastics Smart campaign promoted by the Ministry of the Environment and joined the Plastics Smart Forum in July 2019. We will tackle the problem of plastic waste more actively than ever before.</p>
<p>30% Club Japan</p>	<p>In May 2019, in line with the company’s vision, the MS&AD Insurance Group Holdings became a member of the 30% Club Japan, part of a global campaign aimed at developing female board members. Regarding gender diversity as an urgent business issue that companies need to address, and placing importance on diversity among decision-makers, the Company has been mounting efforts to cultivate female executives within the Group.</p> <p>Diversifying of Decision-making Layers</p>

External Assessment

ESG Indexes and Ratings

The investor approach of evaluating corporate sustainability from the perspective of environmental, social, and governance-related (ESG) criteria is becoming increasingly widespread. Accordingly, the MS&AD Insurance Group utilizes evaluations from global ESG rating agencies as feedback to improve its sustainability initiatives. As of July 2024, the Group has been evaluated by and included in the following ESG-related indexes:

- > [Dow Jones Sustainability Indices \(Asia Pacific\)](#) 
- > [MSCI Japan ESG Select Leaders Index \(in Japanese only\)](#) 
- > [MSCI Japan Empowering Women Index \(in Japanese only\)](#) 
- > [FTSE4Good Index Series](#) 
- > [FTSE Blossom Japan Index](#) 
- > [FTSE Blossom Japan Sector Relative](#) 
- > [ISS ESG Corporate Rating Prime](#) 
- > [S&P/JPX Carbon Efficient Index](#) 

Member of
**Dow Jones
 Sustainability Indices**
 Powered by the S&P Global CSA



FTSE4Good



**FTSE Blossom
 Japan Index**



**FTSE Blossom
 Japan Sector
 Relative Index**

**2024 CONSTITUENT MSCI JAPAN
 EMPOWERING WOMEN INDEX (WIN)**

**2024 CONSTITUENT MSCI JAPAN
 ESG SELECT LEADERS INDEX**



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Awards and Recognition

Initiatives for Loss Prevention and Mitigation Using Data and AI

- Dashcam Road Manager won the Minister of Land, Infrastructure, Transport and Tourism Award at the 6th Japan Open Innovation Prize (MSI) (in Japanese only) 
- Received awards in two categories at the Insurance Asia Awards 2024 for an AI system to detect fraudulent insurance claims (ADI) (in Japanese only) 
- Loss Prevention/Mitigation through the Utilization of Data and AI

Initiatives for Creation of a Resilient and Inclusive Local Communities (Regional Revitalization)

- > Received a commendation from the Cabinet Office Minister of State for Regional Revitalization for our initiatives associated with regional revitalization (MSI) (in Japanese only) 
- > Creation of a Resilient and Inclusive Society (Regional Revitalization)

Employee Well-being

Diversity, Equity & Inclusion (DE&I):

- > For the second consecutive year, three Group companies received a gold rating in the PRIDE Index recognizing companies for their LGBTQ+ inclusion efforts (MSI, ADI, MSI Aioi Life) (in Japanese only) 
- > Selected for inclusion as model companies for the Tokyo Sports Promotion Company Certification System Certified as “Sports Promoting Companies in Tokyo” (HD, MSI, ADI, MSI Aioi Life) 
- > Three Group companies selected for inclusion under the Sports Yell Company program by the Japan Sports Agency (MSI, ADI, MSI Primary Life) (in Japanese only) 
- > Acquired “Platinum Kurumin” certification by Japan’s Minister of Health, Labor and Welfare for excellence in child-rearing support (MSI, Mitsui Direct General, MSI Aioi Life) (in Japanese only) 
- > For other awards and recognition, please refer to the Diversity, Equity & Inclusion (DE&I) Report

Health Management:

- > Selected for inclusion among top 500 under the government’s 2024 Certified KENKO Investment for Health Outstanding Organizations Recognition Program (Large Enterprise Category; White 500) (HD, MSI, ADI, MSI Aioi Life) (in Japanese only) 
- > Selected for inclusion under the government’s 2024 Certified KENKO Investment for Health Outstanding Organizations Recognition Program (Large Enterprise Category) (Mitsui Direct General, MSI Primary Life, MS&AD Systems) (in Japanese only) 
- > Employee Well-being

Quality that Earns the Trust of Society

- > Received an IT Award and an IT Encouragement Award at the 41st Information Technology Award sponsored by the Japan Institute of Information Technology (HD, MS&AD Systems) (in Japanese only) 
- > Received the highest rating of three stars for the tenth consecutive year in the “Phone Support” category of the HDI-Japan Benchmark/Assessment (MSI) (in Japanese only) 
- > Received the highest rating of three stars for the third consecutive year in the “Phone Support” and “Web Support Portal” categories of the HDI-Japan Benchmark/Assessment (ADI) (in Japanese only) 
- > Attained a seven-star rating, the highest level in HDI-Japan’s support center certification system (ADI) (in Japanese only) 
- > Received the highest rating of three stars for the eighth consecutive year in the HDI-Japan Benchmark/Assessment, along with five-star certification for the sixth consecutive year (Mitsui Direct General) (in Japanese only) 
- > Quality that Earns the Trust of Society

Priority Issues

The MS&AD Insurance Group has determined “Planetary Health (Symbiosis with the global environment),” “Resilience (Safe and secure society),” and “Well-being (Happiness of diverse people)” as three key areas of focus among various social issues.

Obviously, “Happiness of diverse people” is supported by “Safe and secure society” and “Safe and secure society” are dependent on “Symbiosis with the global environment,” as indicated by the Wedding Cake Model, in which 17 SDGs are organized into three layers: “Nature,” “Society,” and “People.”

As the three goals are closely related, we need to work on them in an integrated manner.

We believe that there is still much that insurance companies, including ours, can do in cooperation with the various parties concerned, such as establishing a nature-positive, safe and secure society that is conscious of coexistence with the global environment and the happiness of people that is generated from such a society.



Symbiosis with the Global Environment (Planetary Health)

With the adoption of the 2015 Paris Agreement, a framework agreement on climate change, governments around the world agreed to restrict the increase in the global average temperature to well below 2°C from pre-Industrial Revolution levels, and to pursue measures to limit that increase to 1.5°C, and to the transition to a net-zero society based on a substantial reduction in greenhouse gas emissions. Extreme weather events, which appear to be an effect of global warming, are occurring frequently, and adaptation to the climate change is required.

At Convention on Biological Diversity COP15 held in December 2022, a new global goal, the Kunming Montreal Biodiversity Framework, was established, clearly indicating the direction of "to halt and reverse biodiversity loss by 2030" or "nature positive." Achieving nature positive also requires the transformation of the entire social economy, and companies as well as national and local governments are expected to play an important role.

Our society and economy are also supported by natural capital including water resources, and terrestrial and aquatic life, in addition to the climate system. Global warming leads to severe natural disasters and physical changes, such as forest fires and desertification that undermine natural capital. The decline of forests leads to less CO₂ absorption which further accelerates global warming. Rising average temperatures increase the frequency of forest fires due to hot and dry conditions, creating a worsening cycle. Climate change and natural capital issues are interconnected and affect society and the economy. The transition to net-zero and nature-positive society will bring about drastic social and economic changes.

The MS&AD Insurance Group has identified "Symbiosis with the Global Environment — Planetary Health" as one of its priority sustainability issues (materiality) in its Medium-Term Management Plan, and is promoting CSV initiatives to create common value with society by positioning responses to climate change and the improvement of the sustainability of natural capital as issues to be addressed in an integrated manner. The Group recognizes that climate-related risks and opportunities, such as large-scale natural disasters, can affect the bottom line in a single fiscal year, while others can emerge over the medium and long term. As an insurance company, we are taking steps to address the risk of large-scale accumulated damage caused by natural disasters, and are upgrading our risk management. In line with the 1.5°C target of the Paris Agreement, we set a GHG emission reduction goal of Net Zero by 2050, and established interim targets to achieve the goal. The Group is committed to promoting the transition to a net-zero society in cooperation with its stakeholders, and is advancing the necessary initiatives. We support the establishment and social implementation of next-generation energy such as renewable energy and hydrogen, as well as innovative technologies for a net-zero society. We also accelerate the assessment of climate change impacts and the provision of services to eliminate or mitigate damage and loss from natural disasters. For example, flood damage has occurred worldwide due to rainfall exceeding expectations. Against this background, nature-based solutions are attracting attention. The Group refers to this concept as "Green Resilience" and is committed to decarbonization as well as disaster prevention and mitigation through environmental restoration and conservation, along with promoting adaptation to climate change.

Rapid social and economic changes resulting from transition to a net-zero society will bring opportunities for the Group's growth, such as stimulated demand for new insurance products and services, and improved performance of our clients along with new industries emerge or technological changes take place.

In the field of natural capital, we are working to provide new products and services that contribute to the conservation and restoration of nature and biodiversity. Some of these products mitigate negative impacts on nature, such as the oceans, forests, soil, and animals, which are also important in responding to climate change. Because it is important for society as a whole to realize nature positivity, the Group has been disseminating the latest information, conducting research, and developing solutions through the development of the TNFD (since October 2021) disclosure framework, initiatives, and partnerships with other companies, governments and academia.

In the transition to a nature-positive society, the burden on companies may increase to avoid the risk of negative impacts. It is important for companies to understand the nature-related risks involved in their business activities and prepare for the increased burden by taking measures in advance. The Group believes that its business model of “identify and inform on risks” provides an opportunity to prepare for these new risks and lead to the Group's growth.

- [> Basic Policy on the Environment](#)
- [> Transition to 2050 Net Zero !\[\]\(c8952dd80e8d24bd11a3435510c73896_img.jpg\) \(3,488KB\)](#)

[Action on Climate Change >](#)

[Improvement of sustainability of natural capital >](#)

Safe and Secure Society (Resilience)

In recent years, due to the effects of climate change, natural disasters such as extreme rain, floods, and cyclones have become more severe, causing a greater damage throughout the world. As a result, there is an urgent need to promote disaster-resilient community development in terms of both physical and policy-based measures, to reduce the damage and economic losses caused by disasters. For disaster prevention and mitigation, we are working to realize a safe and secure society by promoting DX utilizing various data accumulated through its insurance business. Group will focus not only natural disasters but also focus on various risks faced by society, such as automobile accidents and infectious disease countermeasures with data analysis, risk visualization using AI, and provide solutions. In addition to these sudden events such as accidents and disasters, there is also gradual progress of issues such as declining birthrates and aging populations with declining regional vitality in Japan and in many other developed countries. To sustain long-term employment in regional communities, revitalizing local industries is also essential.

The Group's goal of creating resilient and inclusive communities is to create safe, resilient, and sustainable living spaces in communities where everyone can live with peace of mind. In order to support the safety and security of people's lives, it is important to anticipate the risks that may arise in the event of an emergency and to prepare for an emergency. It is also important to revitalize local industries in order to continue working in the community. Local revitalization is one of the important measures of the government. We are also advancing similar initiatives in collaboration with local governments and a range of regional stakeholders. These efforts include promoting industry tailored to local characteristics and supporting disaster-resilient community development. Among these initiatives, the Group's Green Resilience efforts leverage natural resources for disaster prevention and mitigation while fostering local industry, such as promoting organic agriculture. By making the most of the benefits nature provides, we aim to help realize an inclusive society where everyone can live with peace of mind, no matter where they reside.

The global pandemic has spurred significant changes in society and economic lifestyle patterns. As a result, industries and societies have rapidly digitized, giving rise to a surge in online exchanges, e-commerce, online education, and a shift to remote work. Since the release of ChatGPT in the fall of 2022, society has continued to change, marking further transformation. As technologies like generative AI advance, addressing the emerging risks associated with these advancements remains a critical focus for society. The MS&AD Insurance Group believes that anticipating, preventing, and effectively managing new risks associated with the advancement of innovation and changes in the industrial structure are vital to ensuring stable livelihoods and healthy business activities. By conducting research into new risks and offering products and services to address them, we aim to help maintain a safe, secure society while also creating growth opportunities for the Group.

**Measures to Address New Risks Occurring
in Line with Social Changes** >

**Loss Prevention/Mitigation through the
Utilization of Data and AI** >

**Creation of a Resilient and Inclusive
Society (Regional Revitalization)** >

Happiness of Diverse People(Well-being)

Japan's birthrate is declining, society is aging, and total population is declining. According to the Population Projections for Japan (2023) by the National Institute of Population and Social Security Research, the country's population will drop below 92 million by 2065, with the elderly population rate — the percentage of the population aged 65 and older — exceeding 40%. The rising elderly population necessitates an environment in which the elderly can live with peace of mind. This living environment must give consideration to an urban structure that makes it easy to get about, supports access to information on health and preventive medical care, and is adapted to the decline of bodily functions that comes with age and nursing care. At the same time, urban structures need to facilitate the slowing of population decline by creating an Environment in which pregnant women, children, and people with children can live safely and with confidence. We believe that a state of well-being is one in which all kinds of people are able to accept one another's social, ethnic and cultural differences etc. for what as they are and live contented lives with peace of mind.

The MS&AD Insurance Group provides not only insurance coverage but also a range of health care services, free of charge or at preferential prices, to support the total health of customers who promote well-being, thereby helping not only individuals but also corporate customers to manage their health-related endeavors and secure human resources.

The 100-year-life span era also brings about new risks to our lives. In addition to extending healthy life expectancy, it is important to increase the so-called "asset life span," which allows us to live without financial concerns. We provide asset-building means to support a fulfilling "second life," and helps to develop business activities that lay the foundations for a super-aging society and thereby promote customer well-being.

The Group is strengthening its efforts to respect human rights, which is at the heart of well-being. The "MS&AD Insurance Group Basic Policy on Human Rights" covers also to other stakeholders in the Group's value chain, including suppliers related to the procurement of services and business partners such as agents. We are engaging with these stakeholders in order to prevent and mitigate any adverse impacts on human rights arising out of businesses activities. The Group encourages these parties to prevent and mitigate negative impacts on human rights in their business activities. Based on the UN Guiding Principles on Business and Human Rights, we aim to enhance our corporate value by establishing and implementing a human rights due diligence system, a management system for respecting human rights, and by developing value chains and internal environments that are free from human rights violations. In addition, as human rights initiatives in the insurance and financial services group, we support the concept of "financial inclusion," in which access to insurance and financial services is not limited by poverty or social status, and everyone can utilize these services to improve their economic stability. We have activated our efforts in local subsidiaries, especially in developing countries. We are working to revitalize our efforts, especially in our overseas subsidiaries in developing countries. Expanding business with diverse markets also leads to business opportunities for us, and we are promoting services such as micro-insurance.

In order to help our stakeholders, including customers, realize well-being, it is also essential to realize the well-being of our employees. We believe that this consists of three elements: good physical and mental health, an amenable work environment, and a sense of fulfillment in one's work. It is important that the diversity of our employees is respected and that opportunities are provided for each individual to fulfill their potential, skills and motivation. We believe that the growth of our employees realized through this process will lead to an increase in our corporate values. Our medium-term management plan calls for securing and developing the human resources to support the implementation of strategies, as well as creating an environment in which employees can flourish. We will create an environment in which our employees feel fulfilled and can work independently and enthusiastically, and foster a climate in which they are challenged to transform and create new value. In addition, we will promote the diversification of the decision-making layer and promote the spread of inclusive organizational management that draws on the knowledge, experience, and values of diverse human resources to inform organizational decision-making.

- [Implementing Activities and Dialog that Respect Human Rights >](#)
- [Products and Services to Support Customer Well-being >](#)
- [Employee Well-being >](#)

Our Value Creation Approach

Achieving the SDGs

In order to realize a resilient and sustainable society, we need to recognize and take the initiative in solving the social issues that hinder it. Social issues include various risks in the global environment, such as climate change and natural capital issues; the emergence of new risks due to the rapid digitalization of industry and society triggered by the pandemic; the increasing severity of natural disasters due to the effects of climate change; the decline in community vitality due to the declining birthrate and aging population; and the increasing burden of care and medical care due to the aging population.

Resolving such social issues is also in keeping with the direction set out by the UN in 2015 in its Sustainable Development Goals (SDGs).

The MS&AD Insurance Group will create shared value with society, and work to build a resilient and sustainable society.

[Products and services that contribute to sustainability \(PDF\)](#)

[ESG integration and sustainability approach](#)

Priority Issues

[Overview of Priority Issues](#)

Symbiosis with global environment (Planetary Health)

[Action on climate change](#)

[Improvement of sustainability of natural capital](#)

Safe and secure society (Resilience)

[Measures to address new risks occurring in line with social changes](#)

[Loss prevention/mitigation through the utilization of data and AI](#)

[Creation of a resilient and inclusive society \(regional revitalization\)](#)

| Happiness of diverse people (Well-being)

- Products and Services that Support Customer Well-being** >
- Implementing Activities and Dialog that Respect Human Rights** >
- Employee Well-being** >

Quality • Human resources • ERM

- Quality that Earns the Trust of Society** >
- Human Resource Strategy** >
- Corporate Governance** >
- ERM and Risk Management** >

Action on Climate Change

As global warming escalates, heatwaves, droughts, and wildfires are becoming more frequent and severe. Driven by glacial melting and the thermal expansion of seawater, rising sea levels are increasing coastal flooding risks, alongside heightened risks of heavy rainfall and flooding. Moreover, the impact of climate change extends beyond natural disasters. Loss of biodiversity is expected to reduce future ecosystem services, increase flood and landslide risks, exacerbate resource depletion, and worsen water quality.

Climate change and biodiversity loss are expected to have a significant impact on the activities of many companies. They are also impacting the underwriting practices of the insurance industry upon which companies depend. Accordingly, the MS&AD Insurance Group has identified “Symbiosis with the Global Environment — Planetary Health” as a priority issue and is advancing initiatives to address climate change and enhance the sustainability of natural capital in an integrated way. Through its insurance products and services, the Group is actively promoting disaster prevention and mitigation, while also advancing adaptation to climate change. To support the transition toward Net Zero by 2050, the Group has set greenhouse gas reduction targets and is working to reduce GHG emissions from its own operations. In addition, the Group is also maintaining dialogs with client companies to deepen its understanding of the challenges they face in reducing greenhouse gas emissions and is working with them to address these challenges.

- [Climate/Nature-related Financial Disclosure \(MS&AD Green Resilience Report 2024\)](#)
- [Transition to 2050 Net Zero !\[\]\(964e44cc807addeeb372f19216cba7dc_img.jpg\) \(3,488KB\)](#)
- [Improvement of Sustainability of Natural Capital](#)
- [Reduction on Environmental Burden](#)

Creating Shared Value with Society

We need to develop initiatives for mitigating advancing climate change while also putting in place measures to prepare against rising risks. The Group will provide society with safety and peace of mind through effective preparatory measures, including reinsurance for loss due to large-scale disasters. We will also support new businesses which lead to realization of a net-zero society, promoting climate change adaptation by providing appropriate services to reduce or eliminate damage and loss inflicted on customers by natural disasters.

Identifying and providing information on risks	Prevent risks from occurring/ minimize the impact	Reduce the economic burden
<ul style="list-style-type: none"> • Risk analysis based on the impacts of climate change • Risk assessment associated with transition to a net-zero society <p>(Examples)</p> <ul style="list-style-type: none"> • Risk assessments based on long-term flooding forecasts • Analyses of business risks associated with new technologies toward decarbonization 	<p>Proposals for risk management measures based on survey/analysis findings</p> <p>(Examples)</p> <ul style="list-style-type: none"> • Alert service to detect wind power generation system failure and signs of abnormal conditions • Provision of insurance and preventive services to cover risks associated with EV use (currently in the trial phase) 	<p>Provision of needed risk coverage</p> <p>(Examples)</p> <ul style="list-style-type: none"> • Comprehensive coverage of various risks surrounding renewable energy businesses • Coverage of additional costs required to meet energy-saving standards (for residential buildings)

Products and Services to Support Decarbonization

While business activities in line with the Paris Agreement have become an important management strategy, we are working to develop and provide insurance products and services that support decarbonization of our customers' activities and of society in general.

<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Service to Support Decarbonization</p>	<p>The Japanese Government declared a target of “carbon neutral” by 2050 through reducing emissions of GHGs such as CO2 and requested local governments and companies in various industries to take appropriate measures.</p> <p>We provide all kinds of support in a one-stop package for businesses of any size in any industry. This support ranges from introductory seminars on decarbonization, to support for calculating carbon emissions, and developing strategies to cut emissions.</p> <p>Consulting menus – climate change (TCFD/Net-zero GHG emission) (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Joint Development of an On-site Solar Power Installation Scheme for SMEs</p>	<p>Aioi Nissay Dowa Insurance has been working with the Japan Regional Resource Development for Renewable Energy Organization and Smart Energy Co., Ltd. to develop Roof Plus, a program designed to encourage companies to install on-site solar power systems for their power needs. The program aims to foster renewable energy adopters in regions across Japan and strengthen partnerships with local governments. Companies participating in Roof Plus can also share their solar power with local residents during a natural disaster through a free mobile phone charging station, thereby helping enhance energy security for local communities.</p> <p>Roof Plus: Jointly developed scheme to encourage on-site solar power installation by SMEs (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI ADI</p> <p style="text-align: center;">Insurance to Support Companies' Decarbonization</p>	<p>In terms of commercial property insurance, we provide the Carbon Neutral Support Clause (decarbonization measures cost compensation endorsement).</p> <p>While standard insurance coverage is up to restoration cost, this clause provides additional coverage and support companies' decarbonization.</p> <p>Launched the Carbon Neutral Support Clause for corporate fire insurance (MSI, ADI) </p>

MSI
ADI

Supporting wider use of environmentally friendly vehicles

Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance, led the industry in developing an Endorsement for Replacement with an Electric Vehicle, etc., which covers expenses incurred when buying an electric vehicle to replace an insured gasoline-fueled vehicle damaged/written off due to a traffic accident, and they began marketing that endorsement for insurance policies with commencement dates in and after January 2023.

[Industry First — Developed an Endorsement for Replacement with an Electric Vehicle, etc. \(MSI, ADI\) \(in Japanese only\)](#) 

Aioi Nissay Dowa Insurance also supports greater uptake of environment-friendly vehicles, including EVs, through provision of lower-premium insurance options, such as 10% discount on vehicle damage coverage for Toyota ultra-compact EVs and discounts specifically for autonomous vehicles (low-speed EVs) that use electromagnetic induction lanes, which are being introduced to secure means of local transport.

[Providing insurance for self-driving cars using electromagnetic induction lanes \(ADI\) \(in Japanese only\)](#) 

[10% discount on vehicle damage coverage for Toyota ultra-compact EVs \(ADI\) \(in Japanese only\)](#) 

MSI
ADI
Mitsui Direct General

Demonstration experiment launched to address EV ownership challenges: Trial roadside charging assistance service for battery depletion incidents

We initiated a pilot project to provide comprehensive solutions for addressing EV adoption challenges, including R&D for new insurance products and services, to provide support services and insurance to cover EV risks

[Supporting the realization of a net-zero society through insurance products and services — Initiated a joint pilot project in China to address EV ownership challenges \(MSI\) \(in Japanese only\)](#) 

We launched a trial Roadside Charging Assistance Service to help EV drivers who run out of charge while on the road.

[Easing EV users' anxiety and promoting a net-zero society — Launched a trial roadside charging assistance service in anticipation of increased EV adoption \(MS, AD, Mitsui Direct General, Grand Assistance\) \(in Japanese only\)](#) 

MSI

Creation of an EV maintenance network

Mitsui Sumitomo Insurance has formed a partnership with folofly Inc. to establish a maintenance network for EVs. By expanding the EV maintenance network nationwide, the partnership aims to promote EV adoption in Japan and help lower greenhouse gas emissions.

[Contributing to a safe and supportive environment for EV drivers — Partnering with folofly to establish an EV maintenance network \(MSI\) \(in Japanese only\)](#) 

<p style="text-align: center;">ADI</p> <p style="text-align: center;">Provision of service for calculating and visualizing GHG emissions</p> <p style="text-align: center;">Telematics Automobile Insurance</p>	<p>Aioi Nissay Dowa Insurance launched a new service for visualizing CO2 emissions reduction through safe driving, using its unique algorithm, targeting Telematics Automobile Insurance policyholders.</p> <p>This is an initiative whereby we aim to improve the value of telematics technologies for global environmental issues, further contributing to addressing social issues through providing a new value which is “environmental preservation” in addition to such conventionally provided added values as “reduction of accidents.”</p> <p>Launched a new service for visualizing CO2 emissions reduction in Telematics*1 Automobile Insurance (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI ADI</p> <p style="text-align: center;">Products that support renewable energy businesses</p>	<p>We support dissemination of renewable energies that help the transition to a net-zero society through various types of insurance products that comprehensively cover a variety of risks (including property damage, lost profits and liability) surrounding renewable energy developers (e.g. solar power, onshore/offshore wind power, biomass power, and small and medium-sized hydropower), and risk management services such as risk assessment/consulting and the provision of information through handbooks and other means.</p> <p>Products and Services that Contribute to Sustainability </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Imbalance Risk Compensation Insurance for renewable energy producers/aggregators</p>	<p>Mitsui Sumitomo Insurance has developed insurance products to cover imbalance risks borne by renewable energy producers and aggregators due to shortfalls in actual amounts of generated energy against their generation plans as a result of changes in the weather, generation equipment damage, etc., which can be customized depending on the status of risks.</p> <p>Launched on May 10, 2022 an insurance product/service, Imbalance Risk Compensation Insurance for renewable energy producers/aggregators (MSI) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Insurance Package for PPA Business Operators</p>	<p>Aioi Nissay Dowa Insurance launched provision of an “Insurance Package” to cover not only risks of damage to power generation equipment but also risks of requiring alternative procurement of renewable energy and environmental values due to damage for the purpose of promoting the spread of the “PPA model*” that is increasingly being introduced as a method of procuring renewable energy.</p> <p>This initiative contributes to realization of net-zero through expansion of renewable energy utilization while supporting safe and secure business operation by providing coverage for various risks that could arise when operating PPA models.</p> <p>* Abbreviation for Power Purchase Agreement, which is a power purchase agreement between a consumer, such as a company introducing renewable energy, and a power generator</p> <p>Japan First — Launched provision of “Insurance Package for PPA Operators” (ADI) (in Japanese only) </p>

<p style="text-align: center;">MSI</p> <p style="text-align: center;">Insurance to Support Carbon Dioxide Capture and Storage</p>	<p>In order to achieve net-zero by 2050, it is essential to utilize CCS, a greenhouse gas reduction technology, in areas and industries where existing technologies cannot eliminate use of fossil fuels.</p> <p>Mitsui Sumitomo Insurance contributes to realization of net-zero through providing insurance to cover risk of damages related to CCS projects which are undergoing demonstration experiments toward commercialization.</p> <p>Launched Environmental Impairment Liability Insurance for CCS Operators (MSI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Launch of J-Credit Compensation Insurance</p>	<p>In partnership with Bywill Inc., Mitsui Sumitomo Insurance has developed and launched J-Credit Compensation Insurance for operators and managers of program-based projects under the J-Credit Scheme. By collaborating with partner companies that possess expertise in reducing CO2 and other greenhouse gas emissions, this initiative supports regional decarbonization efforts and is helping to realize a net-zero society.</p> <p>Products and services: Launch of J-Credit Compensation Insurance (MSI) (in Japanese only) </p>
<p style="text-align: center;">MSI ADI</p> <p style="text-align: center;">Compensation for additional home rebuilding costs in order to meet energy efficiency standards</p>	<p>Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance have developed a Building Energy Efficiency Cost Rider. This compensates for any additional costs necessary to meet energy efficiency standards when rebuilding a home that has been completely burned or destroyed. This rider is being offered as an optional add-on to personal fire insurance contracts starting from October 2024.</p> <p>The initiative aims to promote the building of energy-efficient homes and to help realize a net-zero society.</p> <p>The Group began offering a Building Energy Efficiency Cost Rider for personal fire insurance (MSI, ADI) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Launch of a brokerage service for GHG emissions trading</p>	<p>Aioi Nissay Dowa Insurance has launched a brokerage service for GHG emissions trading. This service facilitates the selling of emissions credits generated by renewable energy businesses to various companies.</p> <p>The service includes an explanation of the trading process and effective ways to utilize GHG emissions credits for corporate clients who are considering purchasing them, thereby facilitating the conclusion of sales contracts and helping them to move toward net-zero.</p> <p>Launched a brokerage service for GHG emissions trading (ADI) (in Japanese only) </p>

Providing Coverage for Damage/Loss Caused by Natural Disasters

We contribute to adaptation to climate changes through providing various ways of preparing against damage and loss caused by natural disasters.

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Weather derivatives</p>	<p>We sell weather derivatives to help minimize financial losses due to extreme weather or unseasonable weather. We provide solutions by underwriting weather derivatives that cover decreased sales and increased expenses stemming from below-average (or above-average) rainfall levels, extreme heat, unusually cool summers, severe winters, warmer-than-normal winters, or a lack of sunshine.</p> <p>MS&AD InterRisk Research & Consulting Sustainable Management Report (InterRisk) (in Japanese only) </p>
<p style="text-align: center;"> MSI </p> <p style="text-align: center;">Weather index insurance platform for farmers</p>	<p>In collaboration with MSI Guaranteed Weather and an Australian Insurtech company, etc., we have developed a dedicated platform that enables customers to get online quotes in real time on weather index insurance, and sell the insurance to farmers in Australia. Whereas traditional crop insurance is often limited to wildfires and hailstorms, this product covers weather conditions such as drought, high and low temperatures, and rainfall just before harvest, contributing to the stabilization of farmers' businesses in countries with frequent natural disasters.</p>
<p style="text-align: center;"> MSI </p> <p style="text-align: center;">Participation in publicly funded natural disaster compensation scheme in overseas</p>	<p>Mitsui Sumitomo Insurance has been participating in the Pacific Catastrophe Risk Assessment and Financing Initiative since it was jointly established in 2013 by the Japanese government and the World Bank, as a company underwriting reinsurance for natural disaster risks. In 2020, Mitsui Sumitomo Insurance participated in the Caribbean Catastrophe Risk Insurance Facility. In 2021, Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance joined the Southeast Asia Disaster Risk Insurance Facility and, in 2023, Mitsui Sumitomo Insurance became a participant in the African Risk Capacity, Through these activities, we provide timely relief funding in the event of a natural disaster of a certain size in countries and regions where the insurance market is not fully developed.</p>
<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Joint Issue of a Group catastrophe bond</p>	<p>Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance have jointly issued a catastrophe bond, Tomoni Re 2024, in Singapore to cover risks associated with natural disasters in Japan. Should losses from a natural disaster in Japan exceed predefined thresholds, a portion or all of the principal intended for investor repayment will be allocated as reinsurance payouts, depending on the excess amount. This bond aims to reduce the amount of retained risk through reinsurance, diversify reinsurance procurement methods, and secure long-term stability in reinsurance coverage.</p> <p>Regarding the Group joint issuance of "Tomoni Re 2024" Catastrophe Bonds (MSI, ADI) </p>

Initiatives for Research/Studies and Demonstration Related to Decarbonization Technologies and Risks

In order to realize “Net Zero Emissions by 2050,” social implementation of innovative technologies is essential. There is a wide variety of problems to be studied and solved, such as technical issues and changes in social systems. We are actively working on research projects/studies and demonstrations in collaboration with stakeholders and experts.

<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Research on net-zero initiatives tied to business analysis</p>	<p>MS&AD InterRisk Research & Consulting, in partnership with Mitsui Sumitomo Insurance and Okayama University, is conducting research on net-zero initiatives aligned with business analysis. The study aims to establish evidence showing that net-zero initiatives can yield numerous advantages for business management. The aim is to support SMEs in calculating their greenhouse gas (GHG) emissions, devising reduction plans, and taking steps toward emissions reduction.</p> <p>Joint research on net-zero initiatives linked to business analysis (MSI, InterRisk) (in Japanese only) </p>
<p style="text-align: center;">HD</p> <p style="text-align: center;">Participation in GX League</p>	<p>In order for Japan to realize its 2050 carbon neutral target and further contribute to realization of net-zero worldwide, and to adopt this as an opportunity for growth and increase its industrial competitiveness, it is important to lead the transformation of the entire economic and social system (GX: Green Transformation).</p> <p>MS&AD Holdings supports the basic concept of and is a participant in the GX League, which holds discussions on transforming the entire economic and social system and practices for creating new markets. The Group also participated in the “GX Management Promotion Working Group” aimed at “formation of rules for market creation,” which is positioned as part of the GX League's initiative.</p> <p>Establishment of the “GX Business Working Group” to Build a Framework and Promote Evaluation and Disclosure on Climate-related Opportunities (HD) </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Joined the Japan Hydrogen Association</p>	<p>MS&AD has joined the Japan Hydrogen Association which was set up in December 2020. The association was established with the aim to support the early creation of a hydrogen society by carrying out social implementation projects as a cross-industry and open organization with a bird’s eye view of the entire supply chain. Collaboration of various companies for lower-cost hydrogen supply and wider use is expected and we will contribute through the association.</p> <p>Joining the Japan Hydrogen Association (MSI) (in Japanese only) </p>

<p style="text-align: center;">  Launch of research studies on commercialization of damage protection services for offshore wind power generation system </p>	<p>In April 2022, Mitsui Sumitomo Insurance and MS&AD InterRisk Research & Consulting initiated, in collaboration with startups, academic institutions, etc., a joint research project on commercialization of an alert service for detecting signs of equipment failure and abnormalities to support expanded deployment of offshore wind power generation, which is expected to be a major source of renewable energy.</p> <p>We are aiming at development of an alert service to detect signs of abnormalities which could lead to accidents, by making full use of damage data possessed by Mitsui Sumitomo Insurance in addition to obtaining/analyzing state data, etc. through demonstration experiments carried out in collaboration with local governments and partner companies on undersea equipment and windmills utilizing drones, robots, and sensors.</p> <p>Launched researches on commercialization of damage protection services for offshore wind power generation system (MSI, InterRisk) (in Japanese only) </p>
<p style="text-align: center;">  Aioi Nissay Dowa Insurance and the University of Tokyo Launch of a joint research project toward CO2 reduction, utilizing telematics technology </p>	<p>In April 2022, Aioi Nissay Dowa Insurance and the University of Tokyo fully launched a joint research project aimed at promoting net-zero emissions through utilization of telematics technology.</p> <p>Aioi Nissay Dowa Insurance with its know-how related to telematics technology and the University of Tokyo with its knowledge and analytical techniques in the environmental field are aiming to promote an initiative to reduce CO2 volumes emitted by individual drivers through motor vehicle operation, thereby contributing to achievement of net-zero in Japan.</p> <p>Launched a joint research project with the University of Tokyo toward CO2 reduction by utilizing telematics technology (ADI) (in Japanese only) </p>
<p style="text-align: center;">  Launch of Blue Economy Project </p>	<p>Mitsui Sumitomo Insurance launched a cross-company project aimed at developing insurance products/services which support development of the blue economy through analysing new risks arising out of initiatives with themes such as renewable energy from oceans and seabeds, and negative emissions technologies</p> <p>Launched Blue Economy Project (MSI) (in Japanese only) </p>
<p style="text-align: center;">  Joint research for seagrass bed restoration and expansion </p>	<p>In partnership with the town of Minamisanriku in Miyagi Prefecture, the local Center for Sustainable Society, and Kajima Corporation, MS&AD Holdings has begun research aimed at the restoration and expansion of seagrass beds near Minamisanriku. This project seeks to systematize techniques and frameworks for seagrass bed restoration and conservation. The ultimate goal is to help enhance biodiversity and revitalize fisheries all around Japan, as well as promoting a net-zero society through seagrass bed restoration.</p> <p>Joint research for seagrass bed restoration and expansion near Minamisanriku, Miyagi Prefecture (HD) (in Japanese only) </p>

Providing Services and Research Related to Climate Change Risk Assessments and Analyses

The Group is promoting initiatives that focus on the assessment and analysis of climate change risks.



Climate change risk analysis service

The scope of risk which companies need to be aware includes not only physical risks, such as floods and droughts caused by climate change, but also transition risks which arise when societies and economies shift to a net-zero society, such as when transforming energy systems. We provide services that support our clients building a climate change governance structure, performing scenario analysis, and developing a climate strategy in accordance with the TCFD's Final Recommendations through assessment and analysis of such risks. We also provide a service which can quantitatively assess the risk of future natural disasters anywhere in the world to an accuracy of 90 m x 90 m based on climate change impact assessments using AI in collaboration with a US startup company. We have since provided this service to many companies.

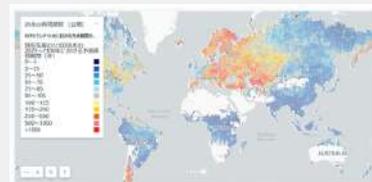
[Climate change risk analysis service \(InterRisk\) \(in Japanese only\)](#)

[Launched climate change impact assessment service for TCFD with Jupiter Intelligence \(InterRisk\) \(in Japanese only\)](#)

[Launch of a climate change windstorm risk analysis service \(InterRisk\) \(in Japanese only\)](#)

InterRisk
Enhancing knowledge of flood risks

The MS&AD Insurance Group Holdings and InterRisk Research & Consulting launched in 2018 “Large-scale risk assessment of Climate change for Flood (LaRC-Flood®)” Project in collaboration with the University of Tokyo, Shibaura Institute of Technology.



With support from the New Energy and Industrial Technology Development Organization (NEDO), a national research and development agency, as of FY2021, we correct errors included in climate models and realize highly accurate estimation of inundation depth distributions based on the effects of climate change.

In order to encourage society to respond to climate risks, this inundation depth distribution has been made available free of charge as a global-scale flood hazard map since April 2023.

[Developed/opened to the public future wide area flood map \(InterRisk\) \(in Japanese only\)](#)



In September 2023, free access was expanded worldwide.

[Released the free global version of the Future Flood Hazard Map \(InterRisk\) \(in Japanese only\)](#)



In addition, MS&AD InterRisk Research & Consulting has launched a new consulting service that utilizes this hazard map. The map enables quantitative impact assessments all around the world and supports identification of physical risks in the event that climate change is actualized.

[Launched “LaRC Flood Risk Analysis Service” \(InterRisk\) \(in Japanese only\)](#)



InterRisk has also launched its Flood Risk Finder, a SaaS platform capable of assessing global climate change and flood risks. This platform enables companies expanding into regions lacking flood hazard maps or those seeking a global understanding of future flood risks to gain a comprehensive view of both current and future flood risks. In this way, it is helping to mitigate climate change risks worldwide.

[Launched Flood Risk Finder, a platform for global climate change and flood risk assessment \(InterRisk\) \(in Japanese only\)](#)



Climate/Nature-related Financial Disclosure

In August 2023, the MS&AD Insurance Group became the first company in Japan to issue a stakeholder report concerning both climate and nature — our Climate/Nature-Related Financial Disclosure (TCFD/TNFD Report). Then, in December 2024, we published an integrated disclosure based on the TCFD and TNFD recommendations as the MS&AD Green Resilience™ Report 2024 (TCFD/TNFD Report). For us, the increasing frequency and severity of natural disasters represent the most significant climate/nature-related risks. To put it in another way, an insurance business can only grow within a sustainable society and economy that is in harmony with the natural environment. We have established the Group's strategy for realizing a resilient and sustainable society under the concept of "Green Resilience." It involves promoting decarbonization, supporting disaster prevention and mitigation, revitalizing communities, preserving nature, and protecting biodiversity.

- [Green Resilience Report 2024 \(TCFD • TNFD Report\) !\[\]\(572b0632560ad0e90a6d28f3c3b4efb4_img.jpg\) \(5,954KB\)](#)
- [What is TCFD? \(Ministry of Economy, Trade and Industry\) !\[\]\(5a041ff1b1fa38cd3e1db7ac2d077e18_img.jpg\)](#)
- [Introduction to TNFD \(Ministry of Environment\) \(in Japanese only\) !\[\]\(121c799376310eca9e946a57a13b9f4a_img.jpg\)](#)

Reduction on Environmental Burden

Aiming for realization of net zero carbon emissions by 2050, the Group is actively promoting initiatives to reduce burdens on the environment in its business activities, including one aimed at reducing GHGs, through its proprietary environmental management system, MS&AD Green Earth Project, under the MS&AD Insurance Group Basic Policy on the Environment.

[➤ MS&AD Green Earth Project \(in Japanese only\) !\[\]\(801121e40178f2387cfa89a806be11bc_img.jpg\)](#)

Environmental Management

Group-wide

We are actively promoting environmental initiatives through our proprietary environmental management system under the MS&AD Insurance Group Basic Policy on the Environment.

[➤ Basic Policy on the Environment](#)

【MS&AD Green Earth Project】

“MS&AD Green Earth Project” is the collective, unifying name for our various Group-wide environment-related initiatives under the themes of conservation/restoration of natural environments, environmental burden reduction, disaster prevention and reduction, and regional revitalization.

Scope	All companies in the MS&AD Insurance Group
Promotion Structure and Roles	At MS&AD Insurance Group Holdings, initiatives are promoted by the Sustainability Department, consisting of the executive in charge of the Sustainability Division and other members. The department has a promotion secretariat and a general secretary responsible for planning, setting annual targets for, and promoting environmental initiatives of the company and the entire Group, and for managing their progress. Target setting, progress, and summaries are reported to the director in charge as appropriate, and the reviews are used to improve our initiative. Each Group company also has a promotion secretariat in its sustainability and environmental department and appoints a general secretary in charge to plan and promote environmental initiatives. Each company sets and promotes goals, manages and evaluates progress, and reports to executives on an annual basis to drive continuous improvement.
Monitoring	The promotion secretariat holds quarterly meetings to check progress.
Education	Environmental education is provided annually to all Group employees through e-learning. In addition, study sessions and training for directors and employees are held as appropriate to raise employee awareness.
Compliance with laws and regulations	In order to ensure compliance with environmental laws and regulations related to our business activities, we check the relevant environmental laws and regulations and inspect the status of compliance with environmental laws and regulations on an annual basis.

Reducing GHG Emissions

Group-wide

MS&AD has signed the Paris Pledge for Action to contribute to climate change mitigation. In May 2021, we revised our medium- to long-term targets for reducing GHG emissions to net zero by 2050, in line with the Paris Agreement "Pursuing efforts to keep global temperature increases well below 2°C and aiming to keep it below 1.5°C from pre-industrial levels." We have also set new targets for our use of renewable energy. As a global insurance and financial organization, all companies in the Group are actively working to reduce GHG emissions, including through our supply chains.

➤ Medium- to Long-term Targets

Reducing Electricity, Gasoline and Paper Consumption, etc.

Group-wide

By reducing business-related commuting and office space requirements through operational reforms such as remote working, Web-conferencing, and telecommuting, we are lowering our organization's consumption of electricity, gasoline and paper. We will make further reductions in these areas through measures such as introducing state-of-the-art energy-saving equipment in our own buildings, installing solar panels, replacing current company cars with more fuel-efficient vehicles, better managing expenses, and green purchasing. We are also working to reduce waste by promoting recycling and thorough separation of waste generated in buildings, which also contributes to reducing Scope 3 greenhouse gas emissions.

➤ Promoting use of FSC-certified paper

Initiatives to Promote Circular Economy

Group-wide

The concept of a circular economy, which creates added value by treating what has previously been waste in economic activities as resources and effectively utilizing and recycling it, is becoming important.

In addition to the water cycle that filters and reuses rainwater, the entire Group is working to promote the circular economy, including efforts at the Surugadai Building of Mitsui Sumitomo Insurance to contribute to urban flood mitigation, efforts at the Tokorozawa Building of Aioi Nissay Dowa Insurance to introduce office chairs made from recycled ocean plastic waste (plastic resource recycling), and Group-wide efforts to reduce plastics use and raise awareness of ocean plastic issues.

<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Reducing the impact of mass tourism near Mt. Fuji with IoT smart trash cans</p>	<p>We installed “SmaGO” IoT-enabled smart trash cans made by Forcetec, Inc. in a popular tourist district in Fujiyoshida City. Powered by solar energy and equipped with a storage battery, the smart garbage bin automatically compresses accumulated waste to about one-fifth of its original volume. Moreover, SmaGO’s communication capabilities allow for the management and analysis of waste accumulation in the busy district. Accordingly, this initiative is promoting efficient waste collection, while helping to prevent littering and encourage recycling.</p>
<p style="text-align: center;"> Group-wide </p> <p style="text-align: center;">Promoting the use of FSC-certified paper*</p>	<p>The Group has been making a switchover to FSC-certified* paper for copy paper as well as for pamphlets and other printed material since fiscal 2010. Using paper made with wood sourced from properly managed forests enables us to help preserve biodiversity through forest protection.</p> <p>*Paper manufactured from wood sourced from properly managed forests in the interest of sustainable forest use and environmental conservation</p>
<p style="text-align: center;"> MSI </p> <p style="text-align: center;">Serving sustainable seafood</p>	<p>We offer sustainable seafood* in the cafeterias of our buildings—the Surugadai Building from October 2019 and Chiba New Town Center from August 2020. Every month, a Sustainable Seafood Day is scheduled to provide menus using sustainably sourced seafood.</p> <p>In February 2024, as part of a collaborative initiative with the MS&AD Green Earth Project, the cafeterias served fried oysters using oysters sourced from Minamisanriku, one of the project’s activity areas. This effort aims to raise employee awareness concerning sustainable seafood and the Green Earth Project.</p> <p>*Sustainable seafood refers to seafood that has been certified for sustainable production (fishing and aquaculture), as well as management and traceability in the processing, distribution, and sales processes.</p>

Initiatives to be Promoted in Cooperation with Our Stakeholders

Our initiatives for reducing our impact on the environment are also promoted in conjunction with our customers and key business partners. We, together with our stakeholders, will aim at contributing to realization of a sustainable society.

<div style="display: flex; justify-content: space-between; margin-bottom: 5px;"> MSI ADI Mitsui Direct General MSI Aioi Life MSI Primary Life </div> <p>Paperless initiatives for policies and clauses</p>	<p>We are encouraging use of paperless insurance policies and policy clauses. Mitsui Sumitomo Insurance, Aioi Nissay Dowa Insurance, and Mitsui Sumitomo Primary Life Insurance make donations to environmental conservation activities, etc. based on the progress of each initiative.</p> <p>MS&AD Green Earth Project/ Eco-insurance policies and Web clauses (MSI) (in Japanese only) ☐</p> <p>Paperless insurance policies and Web clauses (ADI) (in Japanese only) ☐</p> <p>Web clauses (MSI Aioi Life) (in Japanese only) ☐</p> <p>Web clauses and notification regarding policy status (MSI Primary Life) (in Japanese only) ☐</p> <p>e-Service (Non-issuance of Policies) Endorsement (Mitsui Direct General) (in Japanese only) ☐</p>
<div style="display: flex; justify-content: space-around; margin-bottom: 5px;"> MSI ADI </div> <p>Initiatives to promote EVs</p>	<p>With regard to environment-friendly Electric Vehicles (EVs), we are promoting expansion of the EV maintenance network through partnerships with relevant automotive manufacturers.</p>
<div style="display: flex; justify-content: center; margin-bottom: 5px;"> MSI </div> <p>Support for Certification under EcoAction 21</p>	<p>We have provided a program to obtain certification under the EcoAction 21 environmental management system advocated by the Ministry of the Environment to our agents and small and medium-sized corporate clients.</p>
<div style="display: flex; justify-content: center; margin-bottom: 5px;"> MSI </div> <p>Eco-maintenance and Eco-inspection</p>	<p>We are promoting the dissemination of eco-maintenance and eco-vehicle inspections through Advance Club, an agent organization centering on the automobile maintenance industry. Eco-friendly vehicle maintenance and inspection uses maintenance technologies primarily to clean the engine’s combustion chambers by special methods (engine cleaning) thereby reducing toxic gas emissions, improving fuel efficiency and helping to reduce GHG emissions by reducing fuel use.</p>
<div style="display: flex; justify-content: space-around; margin-bottom: 5px;"> MSI ADI </div> <p>Eco-Safety Driving</p>	<p>We prepare and propose support tools to promote Eco-Safety Driving, an eco-friendly approach designed to reduce fuel costs and vehicle accidents.</p>
<div style="display: flex; justify-content: space-around; margin-bottom: 5px;"> MSI ADI </div> <p>Recycled parts</p>	<p>We promote the use of recycled automobile parts to repair vehicles in the event of an accident.</p> <p>We offer a special endorsement that gives customers a 5% discount on vehicle insurance premiums when they opt at the time of contract to repair their vehicle in the event of an accident using recycled parts. (ADI)</p>

Basic Policy on the Environment

The MS&AD Insurance Group has established the following Environmental Basic Policy.

MS&AD Insurance Group Basic Policy on the Environment

Under its Group Mission Statement, “Through our insurance and financial service businesses, bringing security and safety to people and businesses around the world and making a lasting contribution to the enrichment of society,” the MS&AD Insurance Group has made the environment a part of its corporate strategy. The Group has established the following Key Issues and is advancing efforts in these areas in line with the Standards of Conduct listed below.

The Group is committed to ongoing improvement through its environmental management system, and to abiding by environment-related laws and regulations, and the principles and guidelines agreed to by all members of the MS&AD Insurance Group.

1. Key Issues

- (1) Mitigation of and adaptation to climate change
- (2) Sustainable use of resources
- (3) Reduction of environmental burden
- (4) Preservation of biodiversity

2. Standards of Conduct

- (1) Initiatives via our insurance and financial services

We will create insurance and financial services that contribute to the Key Issues, and work to resolve social issues and thus enhance corporate value.

- (2) Initiatives as part of the business process

Through an innovative reassessment of our business processes, we will work to enhance quality and improve business operations while making more efficient use of resources and energy.

- (3) Environmental awareness and protection activities

By raising environmental awareness among all of our executives and employees, our communities and the next generation, we will work with stakeholders to promote environmental protection activities, gaining their trust and building sympathy for these issues.

We will work to ensure that all executives and employees of the MS&AD Insurance Group are familiar with this Environmental Basic Policy, which we are also disclosing to the public.

Established April 1, 2010

Revised April 1, 2016

Revised March 1, 2019

Improvement of Sustainability of Natural Capital

The severity of damage caused by natural disasters is influenced not only by weather conditions but also by the health of the impacted natural environment. The loss of natural areas such as forests and seaweed beds also contribute to global warming. Accordingly, the issues of climate change and natural capital protection are interrelated. This is why the MS&AD Insurance Group is taking an integrated approach to climate change actions and the improvement of biodiversity and natural capital sustainability and taking measures to create shared value with society, known as CSV initiatives.

Our daily lives and business activities depend on many benefits provided by nature, making the sustainability of natural capital essential for ensuring resilience. The Group is committed to “Green Resilience,” a term that covers its efforts to harness the multifaceted functions of nature in disaster risk reduction, decarbonization, and promoting regional revitalization. These initiatives are summarized in the MS&AD Green Resilience™ Report 2024 (TCFD/TNFD Report), which outlines risks and opportunities related to climate and nature, along with the Group’s response measures and initiatives.

- Climate/Nature-related Financial Disclosure (MS&AD Green Resilience Report 2024)
- Action on Climate Change
- Reduction on Environmental Burden
- Basic Policy on the Environment

Providing Natural Capital Products and Solutions

The MS&AD Insurance Group has been offering various services for quantitative evaluation of impacts on natural capital in developing business units and projects within and outside of Japan for our customers’ business expansion, and products to cover economic loss caused by damage to nature.

Identify and inform on risks	Prevent risks from occurring/minimize the impact	Reduce the economic burden
Assessment of risks caused by damage to or degradation of natural capital (Analysis examples) <ul style="list-style-type: none"> • Future risk of water depletion at business facilities that use large volumes of water • Assessment of the sustainability of supply chains which primarily depends on natural resources 	Provision of proposals on risk management measures based on assessment and analysis results, and services for preventing accidents (Proposal example) <ul style="list-style-type: none"> • Consultation on land use that considers local ecosystems • Provision of alert function for smartphones to prevent roadkill incidents 	Provision of risk coverage (Coverage example) <ul style="list-style-type: none"> • Expenses incurred for activities to remediate damage to the natural environment • Expenses incurred during recall when a sustainability certification of the used materials is revoked and expenses needed for apology

<p style="text-align: center;">InterRisk</p> <p>Provision of Nature-related Risk Analysis Support in Line with TNFD</p>	<p>In line with the guidance of the Taskforce on Nature-Related Financial Disclosures (TNFD), we provide support for scoping of analysis targets, analysis of priority regions and dependencies/impacts, including value chains, and consideration of business risks/opportunities, and we disclose information based on such results. Further progress in developing analytical techniques is underway, including a partnership with Think Nature Inc., a natural capital big data company, since November 2022.</p> <p>Entered into a co-creation agreement between Think Nature Inc. and MS&AD (InterRisk) (in Japanese only) </p> <p>Consulting Menu: TNFD/Natural Capital-related Support Consulting (InterRisk) (in Japanese only) </p> <p>Launched TNFD consulting service for urban real estate in Japan (InterRisk) (in Japanese only) </p> <p>Launched TNFD consulting service for regional financial institutions (InterRisk) (in Japanese only) </p> <p>Launched TNFD support service focused on freshwater resources (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">HD</p> <p>Support for companies through FANPS</p>	<p>In February 2023, the Group formed a financial alliance with the Sumitomo Mitsui Financial Group, the Norinchukin Bank, and the Development Bank of Japan, with the aim of becoming nature positive. Toward this goal, in September 2023, we began offering support services for companies committed to following the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), and released a catalog of solutions that can help companies become nature positive.</p> <p>Announcement concerning the launch of TNFD support services for achieving nature positivity (HD) (in Japanese only) </p> <p>Release of a solutions catalog for companies aiming to become nature positive (HD) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p>Initiation of development for a business risk quantification app related to environment and biodiversity</p>	<p>Aioi Nissay Dowa Insurance has begun developing an app with Natural Capital Research, a UK-based company that supports corporate decision-making concerning nature and the environment. Scheduled for release during FY2024, this app is designed to quantify the potential costs of business risks arising from the impacts of corporate activities on the environment and biodiversity.</p> <p>Japan First — Announcement concerning the development of app for quantifying business risks related to the environment and biodiversity (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p>Blue Economy Project</p>	<p>With a view to medium- to long-term social transformation associated with the conservation of natural capital/biodiversity and decarbonization, we will analyze new risks arising out of initiatives for "responses to climate change and decarbonization" such as renewable energy from the oceans/seabed and negative emissions technologies, and "responses to digital transformation of offshore/submarine business" utilizing oceanographic data and AI, etc., and will promote development of insurance products/services that support realization of the "blue economy" through a system deployed across internal and external organizations.</p> <p>Launched Blue Economy Project (MSI) (in Japanese only) </p>
<p style="text-align: center;">InterRisk</p> <p>Biodiversity-conscious Land-use Consulting</p>	<p>A growing number of companies which regard initiatives to conserve biodiversity as both risks and opportunities for their businesses have been taking biodiversity into account in determining their businesses' land use. We offer comprehensive support ranging from surveys and analysis through formulation of development/action plans based on these surveys, and analyses, for the use of offices, apartment buildings, and other land with green spaces.</p> <p>Biodiversity-conscious land-use consulting (InterRisk) (in Japanese only) </p>

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Supporting reduction of roadkill incidents</p>	<p>Automobile accidents rank high as a cause of death for rare species of animals such as Iriomote cats (roadkill). In order to prevent the occurrence of such accidents, an alert function has been installed in dedicated dashcams for automobile insurance.</p> <p>From FY2022, we have been making donations based on sales of such dashcams to organizations, including those working on protection of rare animals and reduction of roadkill incidents.</p> <p>Rolling-out of products and services which contribute to conservation and restoration of natural capital and biodiversity. (MSI) (in Japanese only) </p> <p>Expansion of our products and services which contribute to conservation and restoration of natural capital and biodiversity. (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Providing coverage of additional expenses for dealing with marine contamination</p>	<p>In cases where the natural environment suffers damage due to a marine vessel accident, we will cover expenses of conservation/restoration actions taken voluntarily by the vessel's operator to address such damage. This type of risk has been outside the coverage of conventional insurance policies.</p> <p>Launched Endorsement for Additional Expenses for Dealing with Marine Contamination under hull insurance (MSI) (in Japanese only) </p>
<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Providing extensive coverage of expenses associated with contamination damage</p>	<p>We will provide coverage on a wide range of risks, including liabilities for damages and expenses of contamination clean-up arising out of accidents such as an unexpected and sudden outflow of contaminants into public waters from a factory, etc.</p> <p>Launched Endorsement for Extended Coverage of Contamination Damage under facility owner's (manager's) liability insurance (MSI) (in Japanese only) </p> <p>Launched Endorsement for Extended Coverage of Contamination Damage, which contributes to conservation and restoration of natural capital and biodiversity. (ADI) (in Japanese only) </p>
<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Providing coverage of reforestation expenses, etc.</p>	<p>We cover expenses necessary for reforestation of forests damaged by fire, etc., which have been outside the coverage of conventional forest fire insurance.</p> <p>Launched Forest Keeper, an insurance product for those engaged in forestry (MSI) (in Japanese only) </p> <p>Launched Endorsement for Coverage of Reforestation Expenses etc., which contributes to conservation and restoration of natural capital and biodiversity (ADI) (in Japanese only) </p>
<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Package for Supporting Corporate Green Space Initiatives</p>	<p>Recent trends such as Nature Positive and TCFD and other factors have increased the importance of corporate green space that reflect consideration for biodiversity as a concrete approach to corporate land use. Utilizing the know-how and experience of Mitsui Sumitomo Insurance, which has been engaged in the development of Surugadai Green Spaces at its head office site over many years, and MS&AD InterRisk Research & Consulting, which has been carrying out research and consulting services related to natural capital and biodiversity, we offer insurance products/related services packaged with "Surugadai Green Space Inspection Guide," "Corporate Green Space Consulting Service," and "Corporate Green Space Insurance" to support corporate green space initiatives that take into consideration natural capital and biodiversity</p> <p>Corporate Green Space Insurance/related services to support corporate green space initiatives (MSI, InterRisk) (in Japanese only) </p>

<p style="text-align: center;">MSI</p> <p>Provision of Liability Insurance for “Noyaki (Open Burning)”</p>	<p>In February 2023, we launched Japan’s first liability insurance for accidents related to “Noyaki,” an early spring tradition in Aso, Kumamoto Prefecture.</p> <p>In Aso, open burning has long been carried out for the purposes of maintaining and restoring grasslands, conserving biodiversity, storing carbon, and recharging downstream water sources, but ensuring safety and security is an issue as fire accidents occur. We maintain functions of the open burning through providing coverage for damage related to the spread of fire to other properties during the open burning period, thereby contributing to conservation of the natural environment.</p>
<p style="text-align: center;">MSI</p> <p>“No-Burn Insurance” to promote the recycling of clothing</p>	<p>This rider is the first of its kind in the industry and compensates businesses for the additional costs incurred to recycle or upcycle clothing that has been damaged, which would typically end up as incinerated waste in Japan. By offering this product, Mitsui Sumitomo Insurance aims to promote clothing recycling and help realize a circular economy.</p> <p>Industry First — No-Burn Insurance (clothing recycling cost compensation) (MSI) (in Japanese only) </p>

Initiatives Related to TNFD

HD

By selecting members from financial institutions and companies in 14 countries worldwide, the Taskforce on Nature-related Financial Disclosures (TNFD) is working to build a framework for companies to disclose relevant information. MS&AD Holdings supports this objective and participates in the TNFD Forum. Since the task force's inception in 2021, the Company’s employees have been selected as task force members, contributing to the development and widespread adoption of a global disclosure framework.

To help advance framework adoption, the Company is working as the convener of the TNFD’s Consultation Group in Japan. Consisting of domestic TNFD Forum members, the panel is promoting awareness and adoption of the framework. In October 2023, the month after the release of the first version of the TNFD framework in September 2023, we held an event with TNFD Co-Chair David Craig and TNFD Executive Director Tony Goldner. The aim was to urge executives and top management to adopt TNFD measures, and thereby help promote the framework among Japanese companies.



- > Participation in the Taskforce on Nature-related Financial Disclosures (TNFD) to promote the disclosure of nature-related risks (in Japanese only) 
- > Establishment of the TNFD’s Consultation Group in Japan and the holding of the first meeting (in Japanese only) 
- > 80 Japanese companies registered as TNFD Early Adopters, and began working on nature-related financial information disclosure (in Japanese only) 
- > What is the TNFD and why is it indispensable to corporate management? (interview article) (in Japanese only) 
- > What is the TNFD Consultation Group Japan (in Japanese only)  (613KB)

Initiatives Through Partnerships

To effectively protect and utilize natural capital while addressing relevant issues, it is essential to build partnerships with various companies and organizations. The Group is leveraging existing networks while also creating new ones to advance its initiatives.

Japan Business Initiative for Biodiversity (JBIB)

HD

Japan Business Initiative for Biodiversity (JBIB) is a gathering of companies which carry out joint research projects on conservation of biodiversity and sustainable use of biological resources. It made a start mainly with companies (14 companies) which had participated in a symposium, “The Story of Biodiversity Told by Companies” held in 2007 as major members, aiming to study and take actions together for promoting initiatives for conservation of biodiversity. MS&AD Holdings has been serving as the chair company since JBIB’s founding in April 2008.

Total number of official members and network members: 64 (as of June 30, 2024)

[Japan Business Initiative for Biodiversity \(JBIB\)](#)



Association for Business Innovation in harmony with Nature and Community (ABINC)

InterRisk

The association was established with the purpose of encouraging businesses to work toward development of a symbiotic society in harmony with communities’ local flora and fauna, such as certification of corporate green space in consideration of biodiversity (ABINC certification). MS&AD InterRisk serves as the association’s secretariat.

Number of ABINC-certified green spaces: 155 (as of June 2024)

[Association for Business Innovation in harmony with Nature and Community \(ABINC\) \(in Japanese only\)](#)



Finance Alliance for Nature Positive Solutions (FANPS)

HD

In February 2023, the Group formed a financial alliance with the Sumitomo Mitsui Financial Group, the Norinchukin Bank, and the Development Bank of Japan, with the aim of becoming nature positive. Toward this goal, in September 2023, we began offering support services for companies committed to following the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), and released a catalog of solutions that can help companies become nature positive.

[Finance Alliance for Nature Positive Solutions \(FANPS\) \(in Japanese only\)](#)



“The Story of Biodiversity Told by Companies”

HD

Every year until 2023, the Company held its annual symposium, “The Story of Biology Told by Companies.” The symposium program was launched in 2007 as an opportunity to provide information on corporate initiatives for biodiversity and, in February 2023, we hosted the 16th symposium. This program has been highly rated with the symposiums featuring in the Guidelines for Private Sector Engagement in Biodiversity.

- > 2023 “The Story of Biology Told by Companies” symposium
- > 2022 “The Story of Biology Told by Companies” symposium
- > 2021 “The Story of Biology Told by Companies” symposium

MS&AD Green Earth Project (Environmental Conservation Initiatives)

Group-wide

MS&AD Green Earth Project is a project through which the Group has been addressing conservation/restoration of natural environments, environmental burden reduction, disaster prevention and mitigation, and regional revitalization in a unified manner. We are working to promote “Green Resilience,” a concept to address climate change and improve the sustainability of natural capital in an integrated manner. These efforts include reduction of resource utilization through paperless business processes, etc. and resource circulation through recycling, and drawing out the functions of nature, such as disaster prevention/mitigation and decarbonization, by preserving the natural environment toward resolving social issues (Nature based Solutions) utilizing the power of nature.

- > MS&AD Green Earth Project

Environmental Conservation and Restoration Initiatives at Three Sites in Japan

Group-wide

To promote collective action toward a nature-positive approach, the Group is engaged in nature conservation and restoration activities in wetlands, satoyama foothills, and seaweed beds, in collaboration with research institutions and local businesses, NPOs, and other stakeholders. These initiatives aim to implement various solutions, such as disaster prevention and mitigation by utilizing the benefits of nature, water resource conservation, and becoming nature positive. The goal is to establish models that help ensure safe, secure, and vibrant communities.

- > Conservation Activities for Marshlands, Secondary Forest, Seaweed Beds in Japan

Support for Reforestation and Establishment of Sustainable Local Communities (Indonesia)

MSI

Over the past 19 years, starting in FY2005, we have been working with the Indonesian government to restore wildlife reserve forests and to recover tropical forests in the Special Region of Yogyakarta on Java Island. We have also been endeavoring to stimulate the local economy by, for instance, planting trees to revive degraded forests, and to form sustainable local communities, maintaining/managing protected forests and pursuing cooperative forestation initiatives with local residents by offering them technical guidance on planting and cultivating trees.



Local elementary school students participating in conservation activity

[Indonesia Reforestation Project](#)

Afforestation Activities at the Aioi Nissay Dowa Insurance Forest

ADI

In FY 2019, we launched a tree-planting activity called the Aioi Nissay Dowa Insurance Forest in Bihoro Town, Hokkaido, as an activity for Connecting a Healthy Global Environment to the Future. Our environmental donation initiatives through customers' selection of paperless insurance/Web policies, etc. are being utilized for tree-planting activities. We planted three types of moisture-resistant, broad-leaved trees (Mizunara: *Quercus cuspidate*, Japanese white birch: *Betula platyphylla* Sukaczew, and Manchurian Ash) on 15.5 hectares of land in accordance with the soil characteristics of the plantation area.



Mitsui Sumitomo Insurance Surugadai Green Spaces as OECMs / Corporate Green Space Support Package

MSI InterRisk

The green zones surrounding Mitsui Sumitomo Insurance's Surugadai Building and the Surugadai New Annex (Surugadai Green Spaces) are highly regarded as corporate green spaces that reflect consideration for biodiversity. In October 2023, the Ministry of the Environment designated these green spaces as a "nature symbiosis site." The Group aims to help achieve the global "30 by 30" goal of conserving at least 30% of land and sea by 2030. With this designation, the Surugadai Green Spaces have been registered in an international database. Mitsui Sumitomo Insurance and MS&AD InterRisk Research & Consulting provide a "Corporate Green Space Support Package", utilizing the know-how and experience of both companies, to support corporate green space initiatives through corporate green space insurance and related services.

- Surugadai Building Green Spaces 
- Supporting corporate green space initiatives through corporate green space insurance and related services (in Japanese only) 
- Green zones surrounding the Surugadai Building and the Surugadai New Annex of Mitsui Sumitomo Insurance certified as OECMs by the Ministry of the Environment (in Japanese only) 

Participation in Initiatives

Biodiversity conservation is as a key focus area of the MS&AD Insurance Group Basic Policy on the Environment. In addition, we actively participate in various initiatives aimed at enhancing the sustainability of natural capital, advancing efforts aligned with these goals.

- Initiatives and External Assessment

Measures to Address New Risks Occurring in Line with Social Changes

Adaptation to technological innovation and changes in lifestyles and business styles is essential to realizing a resilient and sustainable society. Construction of sustainable energy systems through efficient and smart use of distributed energy resources such as renewable energy, storage batteries, electric vehicles, and heat pumps, development of technologies for energy conservation, decarbonization, resource circulation, and biotechnology, etc., and research and development, etc. related to AI to support widespread deployment of such technologies are progressing, and risks are diversifying in response to environmental changes and social conditions.

The rapid changes in social conditions in recent years are having a major impact on our lifestyles and on the way we do business. Digitalization of industry and society is accelerating, and the number of platforms that facilitate people's online interactions, e-commerce, online education, remote work, etc. is rapidly increasing. Improving digital safety and preparing for the “new normal” is becoming increasingly important. To prepare for new risks, it is important to assess risks using reliable models and to control them based on such assessments. The MS&AD Insurance Group has been supporting transformation of society by providing new risk preparedness through activities such as collaboration with other industries, while making maximum use of the Group’s knowledge and accumulated information.

We also believe that it is important for people's lifestyle stability and for efficient business activities to predict, prevent, and appropriately manage new risks associated with progress in innovation and changes in industrial structure. We will contribute to realization of a resilient and sustainable society through providing products/services that respond to new risks.

Providing Research, Studies, Development and Information on New Risks

We offer effective information and implementation of research and investigation, such as surveys on evolving technologies and the environment, research on utilization of big data and assessment and identification of risks.

Principal Approaches

Group-wide

Collaborations with overseas startups

We aim to provide innovative insurance products, services and know-how through research and demonstration experiments on advanced technologies and services in collaboration with world-leading startups in the fields of cybersecurity, etc.

[Launched a demonstration experiment for advanced automotive cybersecurity countermeasures \(MSI\) \(in Japanese only\)](#) 

<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Research through participation in communities</p>	<p>Through participating in the Value Add Femtech™ Community, we securely utilize the data, services, and solutions held by each company, and consider development of new products and services that lead to improvements in women's QOL (quality of life).</p> <p>Participated in the “Value Add Femtech™ Community,” a community for business co-creation and data utilization in the femtech area (MSI) (in Japanese only) </p> <p>In order to help realize a net-zero society, the Group is participating in the BaaS Expansion Task Force to support activities such as international standardization for the battery supply chain and development of a battery ecosystem.</p> <p>Participation in the Battery Association for Supply Chain’s “BaaS Expansion Task Force” (MSI, InterRisk)(in Japanese only) </p>
<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Cross-organizational project (within and outside of the company)</p>	<p>In respect of one of the remaining frontiers, the ocean seabed, we analyze new risks arising out of economic activities, decarbonization, and marine ecosystem conservation efforts, and promote development of insurance products and services that support development of the blue economy through a cross-organizational framework that includes both internal and external organizations.</p> <p>Launched “Blue Economy Project” (MSI) (in Japanese only) </p>
<p style="text-align: center;"> Group-wide </p> <p style="text-align: center;">Joint research with universities</p>	<p>We are implementing initiatives and support for the development and practical application of advanced technologies through industrial-academic partnership agreements with universities engaged in cutting-edge surveys and research that will be useful to the next generation in relation to evolving technologies and ever-changing lifestyles.</p> <p>Example initiative: Concluded a comprehensive cooperation agreement between Tokyo University of Agriculture and Technology and Aioi Nissay Dowa Insurance (ADI) (in Japanese only) </p>
<p style="text-align: center;"> InterRisk </p> <p style="text-align: center;">Offering of risk information/reports</p>	<p>In addition to delivering the latest and most practical information related to corporate and organizational risk management initiatives, we also provide solutions tailored to specific risks.</p> <p>InterRisk RM NAVI (in Japanese only) </p> <div style="text-align: right;">  </div>

Providing Solutions to Risks

To prepare for new risks, it is imperative to assess risks through reliable models and to control them based on the results of such assessments, as well as understanding the social situation and having advanced expertise in the target area. The Group provides solutions to prepare for risks through consulting done by MS&AD InterRisk Research & Consulting, which is capable of advanced investigation and research as well as practical consulting.

Consulting menu offered by MS&AD InterRisk Research & Consulting

A list of online and remote risk management services is also available.



[Consulting Menu by MS&AD InterRisk Research & Consulting \(in Japanese only\)](#)

Support for Research and Development of Next-generation Mobility Services

“Next-generation mobility” refers to different forms of transportation that utilize cutting-edge technologies, and research and development thereof has been active in recent years.

Next-generation mobility is not only changing the conventional means of transportation but is also attracting attention as a means of addressing energy issues such as utilization of renewable energy, including solar power generation. The Group is participating in research and collaboration initiatives in cooperation with other industries, local government bodies, etc. with the aim of implementing next-generation mobility services and developing new insurance products and services that match those mobility services.

Principal Approaches

<p style="text-align: center;"> MSI ADI InterRisk Flying cars </p>	<p>Flying cars are attracting attention as the next generation of air mobility, and development and efforts to make them a reality are underway in several countries.</p> <p>Example initiatives:</p> <p>Participation in the Public-Private Conference for future Air Mobility (MSI) (in Japanese only) </p> <p>Aioi Nissay Dowa Insurance × MS&AD InterRisk Research & Consulting × Hosei University: Joint Research on Promoting the Adoption of Flying Cars (ADI, InterRisk) (in Japanese only) </p>
<p style="text-align: center;"> MSI InterRisk Drones </p>	<p>Use of automated driving and autonomous delivery robots is attracting attention as a means of resolving regional issues including population decline, aging, and logistics and disaster prevention due to an increase in natural disasters as well as improving efficiency and labor-saving in transportation. Accordingly, various local governments and companies are accelerating efforts to commercialize autonomous drones.</p> <p>Example initiatives:</p> <p>Promotion of new logistics services in remote island areas using drones (MSI) (in Japanese only) </p> <p>Support for verification of drones and autonomous delivery robots (InterRisk) (in Japanese only) </p>
<p style="text-align: center;"> ADI Other next-generation mobility </p>	<p>Initiatives implemented to address needs in the advancing next-generation mobility and other areas of societal needs.</p> <p>Concluded a business alliance agreement aimed at expanding use of a locality-based service using electric kickboards BIRD. (ADI) (in Japanese only) </p> <p>Launched collaboration to establish a safe and secure riding environment for electric kickboards (ADI) (in Japanese only) </p> <p>Capital and business partnership agreement signed between Aioi Nissay Dowa Insurance and BRJ to expand the adoption of micro-mobility devices (ADI) (in Japanese only) </p>

Providing Products and Services that Address New Risks

Use of automated driving and automatic delivery robots is attracting attention as a means of resolving regional issues including population decline, aging, and logistics and disaster prevention due to an increase in natural disasters as well as improving efficiency and labor-saving in of transportation. Accordingly, various local governments and companies are accelerating efforts to commercialize autonomous drones

Responses to new risks related to actions on climate change and nature capital are posted in the content below:

-  Action on Climate Change
-  Improvement of Sustainability of Natural Capital

Providing Products and Services that Address New Risks

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- Action on Climate Change
- Improvement of Sustainability of Natural Capital

Main Products and Services

MSI ADI InterRisk

Addressing cyber risk

- Group companies cooperate closely in the area of cyber risk to develop a comprehensive service.
- Consulting service by MS&AD InterRisk Research & Consulting to offer one-stop support for companies to build a multi-layered system to protect against risks.
- Provision of a menu of services to offer, through both insurance products and services, comprehensive support for countermeasures against cyberattacks perpetrated on not only individual companies but also entire supply chains.



Launched a comprehensive support menu for supply chain countermeasures against cyberattacks (MSI, ADI, InterRisk) (in Japanese only) [PDF](#)

Set up cybersecurity call center (MSI, ADI) (in Japanese only) [PDF](#)

Collaboration agreement signed between the National Police Agency's Cyber Police Bureau and Aioi Nissay Dowa Insurance to prevent and mitigate cyber-related losses (ADI) (in Japanese only) [PDF](#)

Launched the MS&AD Cyber Risk Finder (MSI, ADI, InterRisk) (in Japanese only) [PDF](#)

Launched the “MS&AD Cyber Risk Finder: Business Partner Assessment Service” (MSI, ADI, InterRisk) (in Japanese only) [PDF](#)

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Preparing for new businesses</p>	<ul style="list-style-type: none"> • An insurance policy developed to cover egg freezing (fertility preservation) to help expand choices and options for women, while enhancing peace of mind • Coverage for costs incurred by companies in the event of intellectual property infringement or data leaks involving generative AI • Coverage for risks from launch to landing on the Moon in lunar-related business activity, which is anticipated to expand in the future • Coverage targeting providers of streaming delivery services for risks such as refunding of fees due to delivery failure caused by equipment defects in the streaming of online concerts, online sporting events, online tours, etc. • Service introduced to track and identify recipients when cryptocurrency or NFTs are unintentionally transferred to third parties • Coverage targeting exhibitors of digital artworks for damage sustained when their owner information is falsified through unauthorized access by a third party. <p>Promoting egg bank services with the launch of dedicated egg freezing insurance (MSI) (in Japanese only) </p> <p>Japan First — Launched Generative AI Insurance that covers corporate risks associated with generative AI (ADI) (in Japanese only) </p> <p>Developed the world's first "Lunar Insurance" to cover risks arising out of navigation to/from and landing on the Moon in collaboration with ispace, inc. (MSI) (in Japanese only) </p> <p>Launched comprehensive support services for space-economy businesses (MSI, InterRisk) (in Japanese only) </p> <p>Launch of streaming event cancellation insurance (MSI, ADI) (in Japanese only) </p> <p>Launch of tracking service linked to cryptocurrency and NFT insurance products (ADI) (in Japanese only) </p> <p>Japan First — Launch of Ddedicated linsurance Ccoverage for NFT Aart (MSI) (in Japanese only) </p>
<p style="text-align: center;"> ADI InterRisk </p> <p style="text-align: center;">Preparing for next-generation mobility society</p>	<p>Provision of insurance products and services aimed at implementation of next generation mobility services.</p> <p><Regional Revitalization x Automated Driving >Japan first! Support for safety in operation of the Level 3 remote unmanned automated mobility service (ADI, InterRisk) (in Japanese only) </p>

Initiatives to Prepare for Widespread Societal Adoption of the Metaverse (Virtual Space)

Actively utilizing external knowledge, we are working on initiatives aimed at development of new insurance products and services which will support economic activities in the virtual space of the “metaverse” based on intensive consideration of a future society in which realistic virtual realities created by advancing technologies will become widespread.

Provision of services utilizing metaverse



Aioi Nissay Dowa Insurance has started development of the metaverse in the “Fortnite,” a popular online game with over 400 million registered users worldwide, together with support activities for creators aimed at establishment of insurance products/services/customer contact points, prior to the creation of a new economic zone.

Industry First — Launched initiatives in “Fortnite” toward creation of a new economic zone (ADI) (in Japanese only)

Mitsui Direct General Insurance has introduced an avatar system that allows customers to consult with an “Avatar Concierge,” as the first service of its kind in the online insurance sector. This service merges human interaction with digital technology, with the aim of providing smoother communication and more personalized responses to customer inquiries and concerns regarding insurance.

Online insurance industry first: Avatar-based insurance consultation service launched (Mitsui Direct General) (in Japanese only)



Preparing for risks related to the Metaverse



While the metaverse offers business opportunities in all industries, such as unprecedented communication experiences and creation of new economic zones, and with expectations for the future growing, there are concerns about a new series of risks, such as privacy, security, legal systems, business practices, and culture. We will contribute to development of the metaverse through researching currently unknown risks that may occur in the metaverse, where remarkable technological innovation is taking place, to develop and provide insurance products and services that respond to market evolution and change.

Japan First — Launched exclusive package insurance for metaverse (ADI) (in Japanese only)

| Communicating within and outside of the company, utilizing avatars

As the first action in commencing business activities in the metaverse, we created an avatar of the president of Aioi Nissay Dowa Insurance, which has been providing digital points of contact between the Group and its customers at every opportunity for communication.



Development of Data Sharing Platform Across the Group

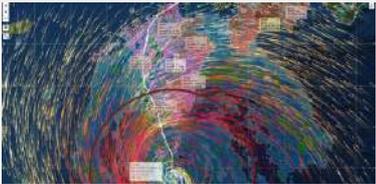
In order to prepare for and cope with a wide range of risks, it is essential to maximize use of the Group's knowledge and accumulated information. We convert the various data held by each group company into "pseudonymized information" so that it cannot be associated with a specific individual, and share such information using cutting-edge data virtualization technology. Virtualizing data makes it possible to share updated data in a timely manner with no need to copy data from the data storage location of each Group company to the sharing platform, and it is possible to always link the latest data quickly, enabling safe and timely sharing of data held by each company.

Developed "Group Data Sharing Platform," to share data across the Group (Group-wide)(in Japanese only) 

Loss Prevention/Mitigation through the Utilization of Data and AI

Research and Results through Industry-Government-Academia Collaboration in Relation to Loss Prevention and Reduction

In order to build a safe and secure society, we are conducting joint research with government agencies and universities on loss prevention/mitigation, and providing new services as a result of this research.

<p style="text-align: center;"> MSI InterRisk </p> <p style="text-align: center;">Loss prevention and reduction system for local governments “Loss Prevention Dashboard”</p>	<p>Developed and launched “Loss Prevention Dashboard” for local governments, which clearly and centrally visualizes real-time weather data in relation to disaster risks, flood prediction data at least 30 hours in advance, and post-disaster damage estimation using AI, and supports regional loss prevention/mitigation.</p> <p>Launched a new loss prevention/mitigation and reduction support system through “Weather/Disaster Data x AI” (MSI, InterRisk) (in Japanese only) </p> <p>Developed AI-based damage estimation method jointly with the National Research Institute for Earth Science and Disaster Resilience under the Public/Private R&D Investment Strategic Expansion Program (PRISM).</p> <p>Developed a natural disaster damage estimation system utilizing non-life insurance data and machine learning (MSI, InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Real-time loss prediction website, cmap.dev</p>	<p>Publicly available cmap.dev website, conceived from industry-academia joint research by Aon Group Japan and Yokohama National University, can predict the potential number of buildings damaged by typhoon, heavy rain, or earthquake. The website can be accessed from any device, computer or smartphone, 24 hours a day, 365 days a year. It provides forecasts for each municipality of the potential number of buildings damaged and the rate of damage caused prior to typhoon (up to 7 days before landfall), and immediately after heavy rain or earthquake strikes. The website can also display flood, landslide and tsunami hazard maps as well as information on warning levels (equivalent to 3, 4, 5), evacuation areas and shelters nationwide.</p> <p>Real-time loss prediction website, cmap.dev (ADI) (in Japanese only) </p> <p>Real-time loss prediction and prevention cmap app visualizes risk information posted by users on a map (ADI) (in Japanese only) </p> 

<p style="text-align: center;">MSI</p> <p>Japan Consortium for Adaptation Finance</p>	<p>Established in collaboration with NEC Corporation, the Japan Consortium for Adaptation Finance promotes the social implementation of climate adaptation finance, which can encourage expansion of the investment market. The consortium applies digital technologies to predict and analyze adaptation value (disaster risk mitigation and environmental effects) and provide the information in a clear, quantitative manner to investors.</p> <p>Japan Consortium for Adaptation Finance established by NEC and Mitsui Sumitomo Insurance (MSI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p>Loss prevention alerts and hailstorm alerts</p>	<p>With this service for individual policyholders, AI is used to calculate the natural disaster risks for insured properties and sends out early alerts and disaster preparedness advice to customers deemed to be at heightened risk.</p> <p>Launched personalized loss prevention alerts (MSI) (in Japanese only) </p> <p>The Hailstorm Alerts uses mobile text messaging (SMS) to send customers hail forecast information, which is typically not covered by standard disaster alerts, along with preventive advice.</p> <p>Launched Hailstorm Alerts (MSI) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p>Evacuation insurance plan</p>	<p>Through a joint research project with the Prefectural University of Hiroshima on an approach to evacuation in the event of a natural disaster, the “Evacuation Insurance Plan” was provided; this consists of summarized effective support measures for establishing a scheme, which enables rapid evacuation of persons requiring support* in the event of disasters.</p> <p>*Elderly and disabled persons, etc. who have difficulty evacuating themselves or living in evacuation shelters.</p> <p>Started providing “evacuation insurance plan” to support development of an evacuation scheme when disaster occurs (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI ADI InterRisk</p> <p>Research through Industry-Government-Academia Collaboration on damage due to typhoons</p>	<p>Universities, insurance companies, and meteorological companies initiated joint research on "Creating virtual weather warning/advisories and damage estimation data based on typhoon simulation data, and devising a virtual disaster training menu for local governments," leveraging their respective strengths.</p> <p>Yokohama National University, Mitsui Sumitomo Insurance, MS&AD InterRisk Research & Consulting, Weathermap Co., Ltd., and Aioi Nissay Dowa Insurance initiated joint research to develop weather warnings/advisories and damage estimates based on typhoon simulations, together with a virtual disaster training menu for local governments (MSI, ADI, InterRisk) (in Japanese only) </p>

<div style="text-align: center; margin-bottom: 5px;"> MSI ADI InterRisk </div> <p style="text-align: center;">Estimation of flood inundation areas using fire insurance accident data and big data from social media</p>	<p>A flood inundation area prediction algorithm was developed by utilizing the fire insurance accident data and having big data from social media collected and analyzed by JX Press Corporation. Leveraging methods to enhance the accuracy of predictions, we launched a demonstration experiment to quickly identify risk areas and customers who may be impacted.</p> <p>Launched a demonstration experiment for estimating flood inundation areas using fire insurance accident data and big data from social media (MSI, ADI, InterRisk) (in Japanese only) </p>
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Service Utilizing Data Analysis or AI for Risk Assessment/Analysis and Mitigation of Natural Disaster Risks

Services for Assessment and Analysis of Natural Disaster Risks

As natural disasters continue to increase in frequency, it has become an important management issue for companies to prepare for such emergencies. We support resilient business activities by providing services to assess and analyze the risks of various natural disasters.

Principal Approaches

<div style="text-align: center; margin-bottom: 5px;"> InterRisk </div> <p style="text-align: center;">Flood disaster countermeasure support service</p>	<ul style="list-style-type: none"> (1) Assessing inundation risks by identifying locations with a high risk of inundation based on hazard maps (2) Simulations to evaluate inundation conditions in the vicinity of target sites with a fine mesh (3) Training simulated for before and past wind and water disasters hit. (4) Comprehensive support menu consisting of advice and support for simulated training on identifying dangerous areas through on-site checks, implementation of countermeasures and other actions <p>Water-related disaster risk consulting(in Japanese only) </p>
<div style="text-align: center; margin-bottom: 5px;"> InterRisk </div> <p style="text-align: center;">Sediment-related disaster risk diagnosis</p>	<p>Simulations of slope failures at individual sites based on largest recorded and potential largest rainfall scenarios are used for risk assessments</p> <p>Sediment-related disaster risk assessment services(in Japanese only) </p>

<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Wind disaster risk diagnosis</p>	<p>A 3D model is prepared using 3D CAD based on drawings and exterior photographs and a report including visualized wind load on the building and wind flow during strong winds is submitted, with the surrounding terrain and buildings taken into consideration. In order to reduce the damage caused by strong winds, it can be used to examine measures for buildings and outdoor equipment that should be taken daily.</p> <p>Wind disaster risk diagnosis(in Japanese only) </p>
<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Collective confirmation system for flood disaster risk information(Sui Search)</p>	<p>Providing a website that enables automatic judgments on the timing of various responses and decisions (warning stage judgments) by acquiring various types of information related to water disasters at multiple sites collectively and in real time.</p> <p>Flood risk information integrated confirmation system (Sui Search)(in Japanese only) </p>
<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Volcanic eruption measures service</p>	<p>In line with the 2021 revision of the Hazard Map of Mt. Fuji, which had not been revised for about seven years, we are providing a service to comprehensively support identification of risks relating to volcanic eruption, emergency responses, business continuity measures, training in normal times, etc.</p> <p>Launch of service relating to volcanic eruption measures(in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Inland flooding prediction system</p>	<p>Based on rainfall forecast data from the Japan Meteorological Agency, this system simulates flood activity to predict inland flood locations and floodwater levels</p> <p>Development of an Inland Flooding Prediction System to reduce the damage from urban inundation disasters (MSI) (in Japanese only) </p>

Products/Service for Mitigating Natural Disaster Risks

We are providing products and services to support preparation against natural disasters and implementation of safe and secure actions when they occur.

<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Natural disaster response support service</p>	<p>We developed the Natural Disaster Response Support Service, a digital solution to help companies with multiple locations to carry out swift and appropriate initial response in the event of a natural disaster.</p> <p>Launched the Natural Disaster Response Support Service(in Japanese only) </p>
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<p style="text-align: center;">MSI</p> <p>Weather information alert service</p>	<p>In collaboration with Weather News Co., Ltd., the largest weather information company in Japan, we provide policyholders of corporate fire insurance (Property Master, Business Keeper), construction insurance (Business Construction Guard), liability insurance (Business Protector), or transport insurance (Full Line, Support One) with the following services for free:</p> <ul style="list-style-type: none"> • Customers can use an exclusive website to access at any time weather information and forecasts for up to five preset locations • Customers can select locations that are to be monitored and alert e-mail messages are sent out to customer-stipulated e-mail addresses when, for instance, rainfall, wind speed or snowfall forecasts exceed predetermined values or when lightning strikes have been observed within a predetermined distance from monitored locations.
<p style="text-align: center;">MSI</p> <p>Evacuation Support Insurance for supporters/persons requiring assistance</p>	<p>We offer insurance products to cover provision of compensation for accidents to persons requiring support during evacuation activities, etc. based on individual evacuation plans that compile information on such persons and on evacuation methods, as well as covering injuries to supporters or persons requiring assistance during evacuation support activities.</p> <p>Launched insurance for supporting evacuation activities based on individual evacuation plans (MSI) (in Japanese only) </p>
<p style="text-align: center;">InterRisk</p> <p>Support for rapid issuance of disaster certificates</p>	<p>By providing estimated damage counts and templates for post-disaster survey plans, this service helps to automatically estimate the number of damage cases and determine survey needs after an earthquake or flood, thereby supporting effective post-disaster survey planning.</p> <p>Launched the Damage Assessment Planning Support Service for local governments (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p>Products/Services for supporting rapid evacuation in the event of large-scale disasters</p>	<p>We provide the “Endorsement for Lump-sum Payment in the Event of Evacuation Due to Specific Emergency Disasters, etc.,” whereby a lump sum payment will be made in the event of need to relocate to an evacuation shelter, etc. due to a disaster of a certain size or greater, such as a locality being designated as a specified emergency disaster area, regardless of whether or not there is damage to the insured object. We also provide the “TOUGH Housing Insurance App,” which is equipped with functions to support disaster preparedness during normal times, dissemination of disaster information and warning information in the event of a disaster, and accident reporting and claims settlements after a disaster occurs.</p> <p>Support for prompt evacuation in the event of a large-scale disaster with insurance and apps – Developed “Endorsement for Lump-sum Payment in the Event of Evacuation Due to Specific Emergency Disasters, etc.” and “TOUGH Housing Insurance App” (ADI) (in Japanese only) </p>

In response to growing customer interest in storm/flood and earthquake compensation due to the more frequent occurrence of natural disasters in recent years, we are now proposing “preparing” against natural disasters. We are promoting initiatives to remind customers of the importance of “being prepared,” not only after but also before a disaster occurs.

We support the Cabinet Office's disaster preparedness collaboration initiative and further promote awareness-raising activities to enhance national disaster preparedness awareness through business activities.

Endorsed the Cabinet Office's Disaster Preparedness Collaboration Initiative (InterRisk) (in Japanese only) 

MSI ADI InterRisk

Preparing against natural disasters



(MSI)

(ADI)

(MSI)

(ADI)

Flyer highlighting the need for coverage

Information on preventing and mitigating disasters

InterRisk

ResiRead: BCP development subscription service for SMEs

This is the first service in the world to provide long-term support for small and medium-sized enterprises to develop business continuity plan (BCP) initiatives independently, which are often abandoned due to time constraints and the challenges involved.

Launched ResiRead: BCP development subscription service for small and medium enterprises (InterRisk) (in Japanese only) 

MSI ADI Mitsui Direct General

Useful smartphone apps in times of disaster

We provide smartphone apps for use during disasters and are endeavoring to help our users ensure their safety and security when large-scale natural disasters strike.

Apps are provided for anyone to use free of charge, with real-time push notifications of disaster prevention information, such as weather information and evacuation instructions, and functions that support prompt information gathering.

*Apps can be used free of charge; provided, however, that the communication fee for using the apps shall be user-paid.

Smartphone Disaster Navigator (MSI) (in Japanese only) 
 cmap app (ADI) (in Japanese only) 

<p style="text-align: center;">ADI</p> <p style="text-align: center;">DX solutions package</p>	<p>As part of efforts to help prevent and mitigate accidents and build a sustainable business environment, this is a package of effective solutions and insurance coverage that supports companies in the area of accident prevention and damage minimization.</p> <p>Full-scale deployment of the DX Solutions Package to support corporate loss prevention and mitigation (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI ADI</p> <p style="text-align: center;">Coverage for costs to prevent incident recurrence and support for effective loss prevention and mitigation efforts</p>	<p>This product covers costs incurred by customers for actions to prevent the reoccurrence of large-scale incidents, such as fires or explosions, on company premises, thereby supporting their proactive efforts for reoccurrence prevention.</p> <p>Began sales of an incident reoccurrence prevention cost rider for corporate fire insurance (MSI, ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI Aioi Life</p> <p style="text-align: center;">Employee safety check system for disaster drills and emergency situations</p>	<p>We launched a safety confirmation system that helps companies check whether all employees are safe in the event of a sudden disaster, which is also useful for regular disaster preparedness drills.</p> <p>Created the “Anpiler” Safety Status Sharing System for small and medium-sized enterprises and sole proprietors (MSI Aioi Life) (in Japanese only) </p>

Products and Services for Safe Driving and Reduction of Automobile Accidents

Identifying and then avoiding the risks that lead to accidents is vital for preventing traffic accidents. Utilizing telematics, we are providing insurance products and services which contribute to accident prevention, safe driving, and reduction of accident frequency by identifying/analyzing our customers' driving situations, etc. and also reduce impacts in the event of accidents and support recovery.

We provide a variety of services that utilize smartphone apps, and telematics technology with connected drive recorders for greater security and safety

Launched function to detect suspected road rage (MSI) (in Japanese only) 

Prevention of accidents on public roads by utilizing smartphone location information (MSI, InterRisk) (in Japanese only) 

Launched Accident Risk AI Assessment (MSI, ADI, InterRisk) (in Japanese only) 

Enhanced efforts under the government's School Routes Traffic Safety Program using an AI accident risk assessment (MSI, ADI, InterRisk) (in Japanese only) 

Initiated joint research on the correlation between driver behavior and health (ADI) (in Japanese only) 

Tips for safe driving that leads to mitigation/prevention of disasters (Mitsui Direct General) (in Japanese only) 



Provision of applications that support safe driving



• In January 2019, we launched the “Mimamoru” dashcam-based automobile insurance which encourages customers to drive more safely by utilizing the latest telematics technology with our original communicable dash cameras. In addition to the video recording function that comes with the dash cams, we provide safe driving assistance warnings that alert drivers to driving conditions, as well as a “guardian service” that shares information, such as driving habits, with family members and others living apart from the driver. Furthermore, when the dash cam detects a large impact in the unlikely event of an accident, the location of the vehicle is relayed to a dedicated call center. The operator can then make contact with the driver to offer assistance such as initial accident response and dispatching a recovery vehicle to the scene. (MSI, ADI, Mitsui Direct General)



* Mitsui Direct General launched “Rescue Dashcam (Dashcam Optional Policy)” in January 2023.

• In January 2022, we launched “Mimamoru” premium dashcam-based automobile insurance with the highest standards of functions/services in the industry. This added higher functionality such as 360 degree filming and parking monitoring to functions of dashcams provided by non-life insurance companies such as a constant reporting function and a portability function, to increase safety and security. (MSI)

• Automobile insurance with a comprehensive lineup of features to meet customer needs that provides incentives for safe driving (driving characteristics discounts) and services leading to safety and security. (ADI)



Telematics- based automobile insurance

“Mimamoru” dashcam-based automobile insurance/“Mimamoru” premium dashcam-based automobile insurance (MSI) (in Japanese only)

Launched “Mimamoru” premium dashcam-based automobile insurance (MSI) (in Japanese only)

Launched “TOUGH Mimamoru Automobile Insurance Next,” a type of telematics-based insurance available exclusively via smartphone (ADI) (in Japanese only)

Expanded telematics services with “Telematics Powered by ADI” (ADI) (in Japanese only)

Introduced a discount program for telematics automobile insurance for users of “My TOYOTA+” service for Toyota connected cars (ADI) (in Japanese only)

Launched a new service for visualizing “CO2 emissions reduction effects” in Telematics automobile insurance (ADI) (in Japanese only)

Initiatives for reducing CO2 emissions in relation to Telematics auto insurance are posted in the content below:

[Action on Climate Change](#)

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Demonstration experiments with local governments using data</p>	<p>In collaboration with local governments, we are conducting a demonstration experiment to enhance and streamline firefighting and emergency response activities using video and driving data. We are also exploring traffic accident prevention measures for elderly drivers (MSI, ADI)</p> <p>Launched a demonstration experiment utilizing dashcam footage for firefighting and emergency response activities (MSI) (in Japanese only) </p> <p>Industry First — Launched a demonstration experiment using telematics (driving) data from ambulances (ADI) (in Japanese only) </p> <p>Initiated a demonstration experiment in collaboration with the Miyazaki Prefectural Police to prevent traffic accidents among elderly drivers by visualizing driving behaviors using telematics technology (ADI) (in Japanese only) </p>
<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Automobile insurance for businesses</p>	<p>We have developed and provide a support service to reduce the number of accidents by utilizing telematics technology to provide safety and security to businesses.</p> <p>Supporting the establishment of an alcohol check management system in line with the mandatory use of alcohol detectors — Launch of F-Dora's new service “Alcohol Check Plan” (MSI) (in Japanese only) </p> <p>Contributing to realization of an accident-free and amenable mobility society by enhancing employees' awareness of safe driving - Daito Trust Construction Co., Ltd. introduced the Mitsui Sumitomo Insurance safe driving support service "F-Dora" for all 6,500 company vehicles(MSI) (in Japanese only) </p> <p>Save up to 10% on car insurance (fleet contracts) with safe driving initiatives (ADI) (in Japanese only) </p>

Working to Reduce and Prevent Accidental Injuries

With the number of accidental injuries among preschool children on the rise each year in daycare facilities, we are providing support for the creation of environments and systems for these facilities that can give parents greater peace of mind.

Principal Approaches

<p style="text-align: center;"> ADI </p> <p style="text-align: center;">Collaboration to reduce and prevent accidents among preschool children</p>	<p>By installing next-generation network cameras in facilities such as daycares, kindergartens, and certified childcare centers, data from these cameras is being utilized for creating measures to reduce and prevent accidents.</p> <p>Aioi Nissay Dowa Insurance has begun collaboration with technology company MOYAI to use video data from preschool facilities for measures to reduce and prevent accidents among young children (ADI) (in Japanese only) </p>
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Assisting in Swift Post-disaster Recovery

In light of a series of large-scale disasters, the Group is working to facilitate swift claims settlement. We are also accelerating digital transformation and endeavoring to pay insurance claims promptly.

Principal Approaches

<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Damage surveys utilizing drones (unmanned aerial vehicles)</p>	<p>In conducting damage surveys in areas inaccessible by road due to flooding or landslides or of solar panels spread out over an extensive area, we analyze aerial images taken by drones to quickly assess the degree of damage</p>
<p style="text-align: center;"> MSI ADI </p> <p style="text-align: center;">Operational automation with software robots</p>	<p>Using robotic processing automation for operations such as registering accident claims received via a dedicated website and confirming contract information, and automating the simple administrative tasks, we have developed a system that allows us to assign more personnel to higher value-added work, such as customer service and damage surveys during large-scale disasters.</p>
<p style="text-align: center;"> MSI ADI InterRisk </p> <p style="text-align: center;">Support for early disaster certificate issuance</p>	<p>In light of increased severity and frequency of natural disasters, we provide a service to help local governments take actions in relation to the victims' life reconstruction support system: in particular, prompt issuing of disaster certificates and working efficiently to deliver the certificates in order to support early resettlement for disaster victims.</p> <p>Industry First — Start of a supporting service for victims' life reconstruction support in the event of a flood disaster (MSI) (in Japanese only) </p> <p>Nationwide deployment of support in applying disaster certificates through fire insurance claims settlement (ADI) (in Japanese only) </p> <p>Launch of "Support Service for Formulation of Damage Identification Investigation Plan" for local governments (InterRisk) (in Japanese only) </p>

Response to Infectious Disease Risks

We are providing a range of products and services in light of various social changes such as increased risk of infectious diseases.

Main Products and Services

MSI

ADI

InterRisk

**Support to formulate a BCP in preparation
for infectious disease risk**

We have developed and started providing an Infectious Disease BCP (Business Continuity Plan) Creation Support Tool for small and medium-sized businesses. We also provide lecturers to do workshops on creating a BCP and individual consultations on infectious disease BCP

[Measures against infectious diseases \(InterRisk\) \(in Japanese only\)](#) 

Creation of a Resilient and Inclusive Society (Regional Revitalization)

The “Creation of a resilient and inclusive society,” which MS&AD Holdings is aiming for, entails realizing sustainable residential spaces that are safe and able to recover from disasters. In order to support people’s safety and security, it is very important to predict the risks that could be incurred in the event of a disaster and to develop communities that are prepared against emergencies. To that end, we are supporting local governments to develop disaster-resilient communities.

Under the banner of “Green Resilience,” the Group has also been an early adopter of nature-based solutions, which utilize ecosystems to tackle challenges such as mitigating and adapting to climate change. We aim to create a virtuous cycle in which the benefits of nature are utilized to mitigate the damage caused by natural disasters while protecting biodiversity, and in which the inherent appeal of nature is used to help revitalize local communities. We are advancing a variety of initiatives to promote inclusive society where everyone can enjoy peace of mind, wherever they live.

- Green Resilience: The Group’s initiatives for loss prevention/mitigation and for local community revitalization through the conservation and restoration of the natural environment (in Japanese only) 

Contribution to Disaster-resilient Community Development

Revitalizing local communities is also important for creating communities capable of coping with disasters. Declining vitality among local communities is leading to a number of issues such as depopulation and a shortfall in social services. Regional revitalization is a key government policy. Accordingly, we are working in collaboration with local governments and various stakeholders around each region to take industrial promotion measures based on each region’s particular characteristics, support risk management for resilient community development, taking advantage of the natural capital, and to take other forms of action toward creation of a resilient and inclusive society.

Initiatives in Collaboration with Local Governments

Collaborating with local governments and utilizing the accident and disaster information collectively acquired by non-life insurers, we are promoting initiatives which will assist in predicting loss, and developing evacuation plans for local residents in the event of disasters.

- Loss prevention/mitigation system for local governments “Loss Prevention Dashboard”
- Real-time loss prediction website, cmap.dev
- Initiatives for loss prevention/mitigation

Support for Rapid Post-disaster Recovery

With disasters now occurring every year as a result of climate change, it is important to prepare for post-disaster situations. We are taking such approaches for rapid post-disaster recovery as development of new products to respond to needs which up to now have not been covered, rapid damage investigation and claims settlement, and provision of support, including donations, to disaster victims.

- Assisting in Swift Post-disaster Recovery

<p style="text-align: center;">InterRisk</p> <p>Launch of a pre- and post-natural disaster damage estimate service</p>	<p>We have developed a service that estimates damage costs for corporate locations, such as stores, based on observed data following an earthquake or typhoon (high wind) event.*</p> <p>*In the case of typhoon- or high wind-related damages, an analysis is conducted in advance for each location based on forecast information.</p> <p>Launched the Pre- and Post-Disaster Damage Estimate Service: Supporting corporate business continuity activities (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p>Coverage for companies' costs incurred in evacuating vehicles based on issuance of evacuation information</p>	<p>We support evacuation before a disaster strikes through provision of “Endorsement Covering Emergency Evacuation of Vehicles in the Event of Disasters” which covers the costs incurred by companies in evacuating their vehicles when evacuation information is issued by local governments in relation to a natural disaster.</p> <p>Industry First — Coverage for companies' costs incurred in evacuating vehicles based on issuance of evacuation information - Supporting “evacuation activities” of various companies prior to their incurring damage (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p>Launch of automobile insurance for fire brigade members, etc. to cover their own vehicles used during fire-fighting activities</p>	<p>This product covers private vehicles, etc. of fire brigade members or others used in fire-fighting activities against accidents involving those vehicles during such activities. Through this product, we will help to realize a society which enables fire brigade members, etc. to engage in disaster rescue operations with “safety and security,” thereby contributing to further enhancement of local communities' disaster prevention capabilities.</p> <p>Launched automobile insurance for fire brigade members to cover their vehicles used during fire-fighting activities (MSI) (in Japanese only) </p>
<p style="text-align: center;">Group-wide</p> <p>Donations in response to disasters</p>	<p>In order to help disaster-affected policyholders rebuild their lives as quickly as possible, we collect donations from employees of the Group companies. Utilizing our Disaster Relief Donation Matching Gift Program, through which we make additional donations to match employee contributions, a total of some JPY800 million, including company contributions, has been donated since the system was established in 2004.</p> <p>Disaster Relief Donation Matching Gift Program</p>
<p style="text-align: center;">Group-wide</p> <p>Disaster volunteer activities</p>	<p>We are continuing our initiatives to provide aid to the victims of the Great East Japan Earthquake, as exemplified by sales events, co-sponsorship of marathon, etc. aimed at generating funds for reconstruction assistance. When floods or other disasters strike, employees obtain information on volunteer activities from their companies and disaster-hit areas and then participate individually in relief initiatives in these areas.</p>

Creation of Communities where People can Continue to Live Their Lives with Safety and Security

In order to help create a community in which everyone can live with safety and security, it is critical to develop an environment that enables people to continue working.

Revitalization of local industries will lead to creation of employment opportunities. It will also generate the capacity to create an environment whereby people and things can be shifted to places where they are needed in a manner which suits the various lifestyles of those engaged in industrial activities. Through our insurance and financial service businesses, we are supporting a wide range of initiatives such as infrastructure development, business continuity, access improvement, and lifestyle diversification.

Support for Regional Revitalization through Conclusion of Collaboration Agreements

The Group is providing support for various risks, consulting services for regional revitalization, and conducting other activities to support realization of regional revitalization through agreements with relevant partners, including prefectural and municipal governments, local commercial/industry groups, and financial institutions. We are working to create common value with society (CSV) by addressing social issues faced by local communities through our strengths in cooperation with local stakeholders.

Principal Approaches

<div style="text-align: center;"> <div style="display: flex; justify-content: center; gap: 10px;"> <div style="border: 1px solid black; padding: 2px 5px;">MSI</div> <div style="border: 1px solid black; padding: 2px 5px;">ADI</div> <div style="border: 1px solid black; padding: 2px 5px;">InterRisk</div> </div> <p>Provision of SDGs initiatives support menu</p> </div>	<p>We support SDGs initiatives by local governments, commercial/industrial groups, regional financial institutions, and small/medium-size companies.</p> <p>Promoted utilization of the renewal version of online SDGs platform “Platform Clover” to co-create a sustainable society (MSI, ADI, InterRisk) (in Japanese only) </p> <p>Launched “Children KYT (Kiken Yochi Training) + Super-basics of SDGs” for nursery schools, pre-schools, and certified kindergartens. (ADI) (in Japanese only) </p> <p>Provided small and medium-sized enterprises throughout the country with Simplified Diagnosis Service for SDGs-oriented Management by Business Type (ADI) (in Japanese only) </p>
<div style="text-align: center;"> <div style="display: flex; justify-content: center; gap: 10px;"> <div style="border: 1px solid black; padding: 2px 5px;">MSI</div> <div style="border: 1px solid black; padding: 2px 5px;">ADI</div> <div style="border: 1px solid black; padding: 2px 5px;">InterRisk</div> </div> <p>Provision of business continuity plans (BCP)</p> </div>	<p>We hold seminars and other events to help companies formulate BCPs that allow them to rapidly restore and continue their business operations, even after natural disasters or unexpected accidents occur.</p> <p>Provision of BCP/BCM (Business Continuity Management) Support (InterRisk) (in Japanese only) </p>
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px 5px;">ADI</div> <p>Regional revitalization support site</p> </div>	<p>We established a website for local governments to support regional revitalization initiatives by disseminating information on such initiatives carried out by each local government, and useful information for local governments.</p>
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 2px 5px;">ADI</div> <p>Regional revitalization comprehensive partnership agreement: urban wheelchair experience event</p> </div>	<p>Under a comprehensive partnership agreement for regional revitalization, Aioi Nissay Dowa Insurance, WheelLog, and Kobe City joined forces to hold the “WheelLog in Kobe 2023” wheelchair experience event, where participants experience what it is like to move around the city in a wheelchair.</p> <p>Held an urban wheelchair experience event in Sannomiya, Kobe (ADI) (in Japanese only) </p>

 Mitsui Sumitomo Insurance - Contributing to Regional Revitalization (in Japanese only) 

Ongoing Support in Line with the Characteristics of Regions and Regional Industries

In order to revitalize society, it is necessary to provide support for sustainable growth of local communities. We have been offering insurance products and services that meet needs focusing on particular issues which each region is facing.

Principal Approaches

<p style="text-align: center;">ADI</p> <p>Contribution to regional revitalization through addressing issues associated with unoccupied houses</p>	<p>With the aim of promoting regional revitalization through addressing issues relating to unoccupied houses, we are developing products and services that will promote distribution and utilization of unoccupied houses in partnership with operators of platforms which connect house owners, businesses, and local governments.</p> <p>Started partnership to promote distribution and utilization of unoccupied houses (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p>Support for optimization of road inspection and management services through automatic detection of road damage using AI analysis "DORA-RECO (Dashcam) Road Manager"</p>	<p>Through AI analysis of data collected from dashcams owned by Mitsui Sumitomo Insurance, road damage is automatically detected, thereby realizing optimization of conventional road</p> <p>DORA-RECO (Dashcam) Road Manager (MSI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p>Development of U-Medical Support for veterinarians and livestock farmers</p>	<p>Developed U-Medical Support, a service to digitally support communications between veterinarians and farmers for the diagnosis and treatment of cattle, which is the first-of-a-kind service in the livestock industry. It not only enables confirmation of post-treatment conditions of cattle with electronic terminals such as smartphones but also contributes to enhancing the efficiency of administrative tasks such as preparation of electronic charts and electronic medical instructions.</p> <p>Started development of U-Medical Support for veterinarians and livestock farmers (MSI) (in Japanese only) </p>

Support for a Variety of Lifestyles

In order for anyone including elderly citizens, disabled persons and people living in underpopulated areas or remote islands to continue living anywhere with safety and security, we are implementing a range of initiatives, including provision of insurance products and services, investment, and social contribution activities.

Principal Approaches

<p style="text-align: center;"> MSI ADI InterRisk </p> <p style="text-align: center;">Contribution to addressing issues in remote island areas</p>	<p>We participate in demonstration experiments aimed at addressing issues in remote island areas, including mobility, logistics, and medical care, that arise due to population decline and aging. Through this initiative, we contribute to the creation of sustainable environments and revitalization of remote island areas.</p> <p>Support for demonstrations of drones and automatic delivery robots (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Launch of automobile insurance for self-driving vehicles utilizing electromagnetic induction lanes</p>	<p>Providing low-cost automobile insurance for self-driving vehicles that use electromagnetic induction lanes, which are expected to be a new means of transport in depopulated areas with aging populations, and in other areas.</p> <p>Launched automobile insurance for self-driving vehicles utilizing electromagnetic induction lanes (ADI) (in Japanese only) </p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Development of an accident relief system linked to dementia ordinances (dementia "Kobe Model")</p>	<p>We are entrusted with the administration of the accident relief system linked to Kobe's dementia ordinance. We have developed Japan's first comprehensive coverage scheme for dementia based on a trinity of: (1) Accident relief (insurance), (2) System expansion (promotion of early dementia testing), and (3) Prevention of accidents (GPS tracking services operated by security companies)</p>
<p style="text-align: center;">Group-wide</p> <p style="text-align: center;">Provision of easy-to-understand information</p>	<p>In addition to utilization of personal computers and smartphones, we are instituting procedures that give due consideration to the needs of the elderly and people with disabilities by adopting eye-friendly, easily readable fonts (Universal Design Font, etc.) for use in brochures for our primary products, together with easy-to-understand language, figures, and illustrations to convey information. We also provide sign language, interpretation services in 17 languages, and translation services in 12 languages.</p>
<p style="text-align: center;">MSI Primary Life</p> <p style="text-align: center;">Introduction of Heartful Line Service</p>	<p>We introduced the Heartful Line Service for customers aged 80 years and older, which, when they phone the call center, connects directly to the operator without going through the voice guidance.</p>
<p style="text-align: center;">MSI Primary Life</p> <p style="text-align: center;">Handling of endorsement for social contribution</p>	<p>In response to customers' wide variety of values in relation to asset inheritance, such as goodwill through contributing to society by donating their assets, in a joint effort with Sumitomo Mitsui Banking Corporation, we developed the industry's first Endorsement for Social Contribution, which enables designated public interest groups* to be appointed as beneficiaries of insurance claims (September 2019).</p> <p>In July 2023, we made the first donation to Kyoto University's CiRA Foundation in the form of coverage by an insurance contract.</p> <p>*The current designated public interest organizations:</p> <ul style="list-style-type: none"> • Japanese Red Cross Society • Japan Committee for UNICEF • Kyoto University's CiRA Foundation

<p style="text-align: center;"></p> <p>Mitsui Direct General Insurance Tsuyoyasa (Strong and Kind) Fund, which donates to organizations according to the number of votes cast by policyholders</p>	<p>The Mitsui Direct General Insurance Tsuyoyasa Fund was launched in 2014, allowing policyholders to easily make social contributions with a single click.</p> <p>Total donations: 34.19 million yen Number of participants: Approx. 330,000 (as of October 2023)</p> <p>Mitsui Direct General Insurance Tsuyoyasa Fund (Mitsui Direct General) (in Japanese only) </p>
<p style="text-align: center;"></p> <p>Affixing of Bell Marks to insurance products</p>	<p>As the only co-sponsor from the non-life insurance sector (as of July 2023), we are participating in the Bell Marks campaign which is designed to ensure that all children equitably receive education in productive environments. We have affixed Bell Marks to all Tough-series products.</p> <p>Information on insurance products with bell mark (ADI) (in Japanese only) </p>
<p style="text-align: center;"> </p> <p>Contribution to realization of an inclusive society</p>	<p>We are developing initiatives that contribute to realization of a sustainable society wherein all people, including the elderly and those with disabilities, can live comfortable lives.</p> <p>Started joint initiatives with WheelLog to promote universal urban design (ADI) (in Japanese only) </p> <p>Aioi Nissay Dowa Insurance and Sophia University jointly established Institute of Inclusive Community (ADI) (in Japanese only) </p> <p>Provided support for verification of autonomous driving and MaaS (InterRisk) (in Japanese only) </p>
<p style="text-align: center;"></p> <p>Social contribution activities carried out nationwide</p>	<p>The Group companies are actively carrying out global environmental conservation/social contribution activities tailored to the needs of individual communities.</p>
<p style="text-align: center;"></p> <p>MS&AD Unison Smile Club</p>	<p>A social contribution activity organization operated by MS&AD Insurance Group employees who support the organization by undertaking volunteer activities and making donations in 100-yen units out of their monthly salaries. The club is developing donations to NPOs and other organizations, together with employee volunteer activities.</p> <p>MS&AD Unison Smile Club </p> <p>MS&AD Unison Smile Club activities (MSI) (in Japanese only) </p> <p>Fundraising activities by executives and employees (ADI) (in Japanese only) </p>

Products and Services to Support Customer Well-being

Japan’s birthrate is declining, society is aging, and total population is declining. According to the Population Projections for Japan (2023) by the National Institute of Population and Social Security Research, the country’s population will drop below 92 million in 2065, with an elderly population rate – the percentage of the population aged 65 and older – of approximately 38%. The rising elderly population necessitates an environment in which the elderly can live with safety and security. This living environment must give consideration to an urban structure that makes it easy to get about, supports access to information on health and preventive medical care, and is adapted to the decline of bodily functions that comes with age and nursing care. At the same time, urban structures need to facilitate the slowing of population decline by creating an environment in which pregnant women, children, and people with children can live safely and with confidence. The MS&AD Insurance Group is promoting business activities that can help sustain a super-aging society and will continue to provide products and services that support the well-being of its customers.

Support for Corporate Health and Human Capital Management

While providing support for individual customer well-being and corporate health management, the MS&AD Insurance Group continues to enhance its workplace environments so that all employees can thrive. The health of employees is not only essential for improving their own quality of life, but it is also a key element in realizing the Group’s management philosophy (Our Purpose). Accordingly, employee health management is part of the Group’s Medium-Term Management Plan, and efforts are being made to create workplace environments that prioritize the health and safety of employees, thereby maintaining and enhancing their physical and mental well-being.

Principal Approaches

<div style="text-align: center; margin-bottom: 10px;"> <div style="display: inline-block; border: 1px solid black; padding: 2px 5px; margin-right: 5px;">MSI</div> <div style="display: inline-block; border: 1px solid black; padding: 2px 5px;">ADI</div> </div> <p>Supporting human capital management by SMEs</p>	<p>In June 2024, we launched a premium discount system for businesses engaged in human capital management, for occupational accident insurance policies. In addition to providing coverage with premiums based on risk level, we support the creation of a sound business environment for small and medium-sized enterprises (SMEs) by offering consulting services related to human capital management.</p> <p>Introduction of a premium discount system for businesses that have adopted human capital management (MSI, ADI) (in Japanese only) </p>
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Promoting Good Health and Preventing Illness

We provide services that promote fitness so that people can enjoy long and active lives, and we collaborate with universities to carry out studies and research on promoting good health.

Principal Approaches

<p style="text-align: center;">  Instant self health-check snapshot </p>	<p>Since October 2022, we have been expanding a healthcare service brand, MSA Care, which is aimed at providing total support for customers' health. In addition to providing life insurance coverage in the event of illness, we provide support before and after illness, such as prevention/early detection of illness, prevention of serious illness/recurrence, and consultation regarding health, as “a set of services.”</p> <p style="text-align: right;">  </p> <p>Launched MSA Care Web Services: Including new healthcare services (MSI Aioi Life) (in Japanese only) </p> <p>(Examples of services)</p> <p>Z4C (zen place for cancer) for prevention of serious illness/recurrence (MSI Aioi Life) (in Japanese only) </p> <p>Instant self health-check snapshot (in Japanese only) </p> <p>Hany Blood Sugar Advice (in Japanese only) </p> <p>e-CogniCare (in Japanese only) </p> <p>Lifestyle Improvement Support Program LITE (in Japanese only) </p>
<p style="text-align: center;">   Addressing social issues through early detection of dementia </p>	<p>With the aim of promoting early detection of dementia, we initiated an experiment of measuring cognitive function using a smartphone app which applies U.S. FDA medical device approval technology. This method enables users to self-check their cognitive function status using the scores converted by AI from measurements of visual tests and lifestyle factors such as sleep and amount of exercise.</p> <p>Cognitive function measurement by AI, applying U.S. FDA medical device approval technology (MSI Aioi Life, MSI Primary Life) (in Japanese only) </p>

MSI

Assisting in maintaining physical and mental well-being

We began offering the healthcare app “HELPO” that assists employees in addressing their mental and physical health concerns. By providing solutions to support employee health and supporting the management of small and medium-sized enterprises, we aim to improve employee productivity and ensure talent retention

Healthcare app “HELPO” (MSI) (in Japanese only)



HD

MSI

ADI

MSI Aioi Life

Promoting good health in collaboration with the University of Tokyo’s Center Of Innovation

In fiscal 2018, the Group commenced initiatives in collaboration with the University of Tokyo Center of Innovation (COI), a hub for self-managing a healthy society, to realize a “sustainable society of healthy longevity”. Since April 2021, MSI and ADI have been selling insurance products to support health and productivity management that combine consulting services with a health management app based on an AI-driven health risk forecasting model. In September 2019, we initiated joint research on developing services that provide dementia prevention measures and have already begun to detect signs of MCI (Mild Cognitive Impairment, a precursor to dementia) by voice.

Self check for cognitive function by Instant snapshot (MSI Aioi Life) (in Japanese only)



Expanding Various Business Lines to Support a Super-Aging Society

We are contributing to the development of businesses that support super-aging societies by making available measures and support to address various issues related to nursing care and medical care. Furthermore, a super-aged society means we will have a continuously declining workforce. Recognizing the increasing importance of mechanisms to back up workers, we are actively supporting health and productivity management by companies in all sectors, together with realization of family/work balance.

Principal Approaches to Resolving Risk Issues such as Medical and Nursing Care

<p style="text-align: center;"> ADI InterRisk </p> <p style="text-align: center;">Services for welfare and nursing care providers</p>	<p>We provide products that offer compensation for various risks related to welfare/nursing care providers (risk of compensation liability, information leakage risk, property damage risk, etc.), which also covers consulting costs for prevention of accident recurrence.</p> <p>We also help nursing care providers to establish BCPs and hold abuse prevention training sessions, which are obligatory for nursing facilities/offices.</p> <p>Medical Care, Nursing Care, Welfare for the Disabled, etc. (InterRisk) (in Japanese only) </p> <p>Support for Abuse Prevention Training (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Reducing burdens on and turnover rate of caregivers utilizing AI and ICT</p>	<p>We have formed capital and business tie-ups with startup companies that develop CareTech (coined from Care (nursing care and welfare services) and Technology), aiming to innovate and solve issues in the field of nursing care.</p> <p>Capital and business alliance with WELMO, which provides nursing care welfare platforms using AI and ICT (ADI) (in Japanese only) </p>
<p style="text-align: center;"> MSI ADI MSI Aioi Life InterRisk </p> <p style="text-align: center;">Promoting health and productivity management and offering consulting services</p>	<p>In order to promote health and productivity management, we hold seminars and offer a consultation service. We support further promotion and improve the quality of health and productivity management by helping companies apply to the Certified Health & Productivity Management Outstanding Organizations Recognition Program the Certified Health and Productivity Management Organization Program established by the Ministry of Economy, Trade and Industry (METI), and taking incentive measures linked to METI's recognition program.</p> <p>Promoting health and productivity management (P.127) (METI) (in Japanese only) </p> <p>Health support insurance consulting services (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">InterRisk</p> <p style="text-align: center;">Support services for work/family balance for companies</p>	<p>We provide support for human resources departments to help employees balance work and family (childcare, nursing care, treatment, etc.) and find the right work-life balance.</p> <p>Support for Balancing Work and Family Life (Nursing Care, Treatment) (InterRisk) (in Japanese only) </p> <div style="display: flex; justify-content: flex-end; align-items: center;">   </div>

<p style="text-align: center;"> MSI ADI InterRisk </p> <p style="text-align: center;">Supporting companies in promoting health with Health Management Support Insurance</p>	<p>An insurance package that includes health management support services, loss of income coverage for employees who are unable to work due to injuries and illnesses, and tools to visualize health risks for employees and help prevent disease with the health management app, My Body Forecast, developed with the University of Tokyo Center of Innovation. With employees using the app, managers can use the data for health management. Insurance premium discounts can be enjoyed where initiatives are made to promote health with employees using the app. The app helps to improve employee health and prevent illness, and the insurance premiums paid by the company are discounted depending on how much the app is used.</p> <p>Launch of Health Management Support Insurance (MSI, ADI, InterRisk) (in Japanese only)</p> <p> Health Management Consulting Services (InterRisk) (in Japanese only) </p>
<p style="text-align: center;">ADI</p> <p style="text-align: center;">Mental Health Support Service for contact centers</p>	<p>A service for call centers, the turnover rates of which are said to be high due to an extreme level of work-related stress. This leads to rapid improvement of workplace conditions, etc. through facilitating timely identification of the occupational mental conditions of call center staff working for agents</p> <p>Mental Health Support Service for contact centers (ADI) (in Japanese only) </p>

Principal Approaches to Support for Making Proposals Based on Our Understanding of Customers

Based on academic knowledge of financial gerontology, which studies how changes in bodily and cognitive functions due to aging affect economic and financial conduct, we developed and provide a training course for imparting skills in dealing appropriately with elderly customers in an individual and tailored manner.

[Developed Financial Gerontology Training \(MSI Primary Life\) \(in Japanese only\)](#) 

We have developed and provide the My 100-Year Life Training which is designed to enhance the consulting skills of insurance agents in an age of super-longevity. The training curriculum helps insurance agents enhance their ability to offer proposals that meet a variety of insurance needs by giving the agents opportunities to experience a realistic sense of what it might be like to live to the age of 100.

[Developed the My 100-Year Life Training \(MSI Primary Life\) \(in Japanese only\)](#) 



Proposing Training Courses to Financial Institutions/Agents





Smartphone-completed Asset-building/Management Type Life Insurance “AHARA”

We developed a first-in-Japan variable annuity insurance, AHARA, which can be completed using only a smartphone.

All procedures can be completed via smartphone to apply for/purchase the insurance with a premium from JPY500 at minimum and an additional reserve can be made on a regular basis or at any time

This was launched in May 2023 as a savings type asset-building product that meets the needs of customers who “want to start asset-building casually.”

[Life Insurance Product AHARA \(MSI Primary Life\) \(in Japanese only\)](#) 

Providing Products and Services to Support a Society of Healthy Longevity

We provide means for asset-building and products/services related to nursing and dementia, tailored to customers’ needs, aiming to help people live fulfilling second lives in safe societies with safety and security.

Principal Products/Services

MSI

ADI

MSI Aioi Life

MSI Primary Life

Self-help style asset building

We provide individual defined contribution (iDeCo) pension plans and products to support self-help style asset building in order to meet needs for asset building for retirement and long-term living benefits. We also provide a service that allows customers to easily estimate the pension they will receive, as support when considering life insurance coverage and period.

Launched “Fulfilling Tomorrow (Ashita mo Jujitsu) 2,” individual pension insurance with stable premiums for long-term survival assurance (interest rate-linked) (MSI Primary Life) (in Japanese only) 

Expanded scope and yen-denominated contracts for the Joy for Tomorrow 2 plan (MSI Primary Life) (in Japanese only) 

Pension calculation with just a picture - the life insurance industry’s first public pension calculation tool using AI-OCR (MSI Aioi Life) (in Japanese only) 

Launched “Selective Lifestyle Support Pension,” currency-selective individual pension insurance for long-term survival assurance (MSI Aioi Life) (in Japanese only) 

Launched variable insurance (fixed-term type) “Shiawase Tsumitate (happiness accumulation)” (MSI Aioi Life, MSI Primary Life) (in Japanese only) 

Launched variable insurance (fixed-term type) “Irodoru Mirai (Vibrant Future)” (MSI Primary Life) (in Japanese only) 

<p style="text-align: center;"></p> <p style="text-align: center;">Currency-selective Special Whole Life Insurance such as “Yasashisa, Tsunagu 2”</p>	<p>A whole life insurance policy that meets the needs of living gifts and inheritance for smooth asset succession to the next generation by having family members as recipients of survival benefits. In June 2024, the cumulative sales amount for this product surpassed 3 trillion yen.</p> <p>New functions added to Currency-selective Special Whole Life Insurance “Yasashisa, Tsunagu 2” (MSI Primary Life) (in Japanese only) </p> <p>The cumulative sales amount for currency-selective special whole life insurance (such as “Yasashisa, Tsunagu 2”) surpassed 3 trillion yen. (MSI Primary Life) (in Japanese only) </p>
<p style="text-align: center;"></p> <p style="text-align: center;">Preparing for cancer</p>	<p>In order to promote and raise awareness of the importance of cancer screening and early detection, we have formed a capital tie-up with Hirotsu Bioscience to offer N-NOSE®, a simple, inexpensive, and highly accurate primary cancer screening test, at a preferential price.</p> <p>In addition, we launched a new “&LIFE Cancer Insurance S Select” with enhanced lump sum payments in 2022. This encompasses all insurance coverage for cancer, starting from the earliest stages of the disease.</p> <p>&LIFE Cancer Insurance S Smart Select (MSI Aioi Life) (in Japanese only) </p> <p>N-NOSE® (MSI Aioi Life) (in Japanese only)</p>
<p style="text-align: center;"> </p> <p style="text-align: center;">Providing coverage tailored to an aging society</p>	<p>We offer endorsements and services to address various new issues that are emerging in an aging society, including losses arising from solitary deaths of elderly residents in rental housing, liability for damages without property damage, which has been increasing in line with the growing number of dementia patients, such as damages due to inability to operate a train, search costs when elderly persons go missing, and sharing safety information with relatives, etc. to encourage preemptive measures such as evacuation before a disaster occurs.</p> <div style="text-align: right;">  </div>
<p style="text-align: center;"></p> <p style="text-align: center;">Preemptive preparation for long-term care and dementia</p>	<p>Under its healthcare service MSA Care, which aims to provide total support for customer health, MSI Aioi Life has introduced new services well-suited for potential long-term care and dementia needs. Taking the form of a comprehensive package, the product offers integrated services for health maintenance, disease prevention, early detection, health consultations, and prevention of disease worsening or recurrence, and includes both pre- and post-coverage services.</p> <p>New product launch — &LIFE Long-Term Care Insurance C (Care) Select — and introduction of new services under MSA Care: Offering both insurance coverage and pre/post-coverage services (MSI Aioi Life) (in Japanese only) </p> <p>MCI Screening Plus (MSI Aioi Life) (in Japanese only) </p> <p>Long-Term Care Health Desk (MSI Aioi Life) (in Japanese only) </p> <p>Care Facility Referral Service (MSI Aioi Life) (in Japanese only) </p> <p>Meal Delivery Service (MSI Aioi Life) (in Japanese only) </p>

<div style="text-align: center; margin-bottom: 10px;"> <div style="display: inline-block; border: 1px solid black; padding: 2px 5px; margin-right: 5px;">MSI</div> <div style="display: inline-block; border: 1px solid black; padding: 2px 5px;">MSI Aioi Life</div> </div> <p>Starting development of BPSD onset prediction service to support elderly persons living at home</p>	<p>By combining the sensor and AI technology of NEC with the insurance products of Mitsui Sumitomo Insurance and Mitsui Sumitomo Aioi Life Insurance and the results of the “Establishment of the Tokyo Approach to Solving Elderly Dementia Issues from Multiple Perspectives through AI and IoT,” we aim to socially implement services that improve the QOL (Quality of Life) of elderly persons and reduce the burdens on families and nursing care personnel.</p> <p>Started development of BPSD onset prediction service (MSI, MSI Aioi Life) (in Japanese only)</p> 
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Financial Inclusion: Improving Access to Insurance and Financial Services

The MS&AD Insurance Group strives to improve access to our insurance products and financial services for people who face difficulties in accessing financial institutions or conducting financial transactions. By developing and offering suitable products and engaging in financial and insurance education, we aim to support people and their families who are in difficult situations, thereby contributing to the improvement of their living standards.

Principal Approaches

<div style="text-align: center; margin-bottom: 10px;"> <div style="border: 1px solid black; padding: 2px 5px; display: inline-block;">MSI</div> </div> <p>Provision of insurance for small loans to micro-entrepreneurs (Philippines)</p>	<p>Launched Micro-insurance for loans in Autumn 2019, in cooperation with BPI Direct Banko, which provides small loans to micro-entrepreneurs.</p> <p>The insurance supports the operations of micro-entrepreneurs through insurance even in the event of an unforeseen occurrence such as an accident or disaster.</p> <p>Number of policies sold in FY2023: 180,240</p> <p>Total premium amount approximately: PHP 10,800,000 (Philippines Peso)</p>
<div style="text-align: center; margin-bottom: 10px;"> <div style="border: 1px solid black; padding: 2px 5px; display: inline-block;">MSI</div> </div> <p>Provision of fire insurance dedicated to housing for indigenous people (Malaysia)</p>	<p>We packaged insurance related to the support scheme undertaken by the social enterprise EPIC Homes with the aim of helping to improve the living conditions of indigenous people. Housing with this coverage provides safety and security to the indigenous people living there and encourages participation in the support scheme by potential donors.</p> <p>Cumulative total of houses for indigenous people covered by our insurance in FY2023 : 111</p> <p>Cumulative fire insurance premiums for indigenous homes: MYR 18,223 (Malaysian Ringgit)</p> <p>Press release (MSIG Malaysia) </p>
<div style="text-align: center; margin-bottom: 10px;"> <div style="border: 1px solid black; padding: 2px 5px; display: inline-block;">MSI</div> </div> <p>Promotion of insurance and job creation (India)</p>	<p>We have set up small shops equipped with insurance kiosks in villages, towns, and small and medium-sized cities across the country. Through this, we are contributing to promotion of insurance in regions where access to such services had previously been difficult.</p> <p>We have also entrusted groups that are working to create jobs in farming communities through issuance of insurance policies. This contributes to improving employment prospects for people in farming communities with few job opportunities other than agriculture</p> <p>Cumulative total number of shops in FY2023: 315</p> <p>Cholamandalam MS General Insurance official website </p>

<p style="text-align: center;">MSI</p> <p style="text-align: center;">Insurance for small loans to micro-entrepreneurs (India)</p>	<p>The microinsurance is needed to be an affordable (Prices are determined by the customer's ability to pay) and meets to priority for risk protection (Examples: property insurance, health insurance, life insurance).</p> <p>Total of houses for the people covered by our insurance in FY2023: 366,754 Fire insurance premiums for homes: IRN 121,028,820 (Indian Rupee)</p>
<p style="text-align: center;">MSI</p> <p style="text-align: center;">Provision of financial education (non-life insurance) for young people (Japan)</p>	<p>Conducting classes to improve financial literacy for high school students following the April 2022 revision of the Civil Code that lowered the adult age from 20 to 18. These classes provided opportunities for students to learn life skills to achieve an independent, secure and prosperous life, and contributed to the improvement of living standards in the future.</p> <p>Number of schools: 48 (Tokyo, Kanagawa, Nagano, Kagoshima, Fukuoka)/Number of classes: 16 frames/ Number of participating students: 1,000</p>
<p style="text-align: center;">Mitsui Direct General</p> <p style="text-align: center;">Special lectures and social experience opportunities for local schools</p>	<p>To promote children's social participation and support their independence, we provide special lectures and social experience opportunities to neighboring schools. Additionally, as part of the career education program at a support school for a correspondence high school, we conduct lectures on insurance.</p> <p>Number of participating students: 110</p>
<p style="text-align: center;">Group-wide</p> <p style="text-align: center;">Development of Dementia Supporters</p>	<p>The Group has been conducting joint promotion of training courses for employees to foster development of dementia supporters. MSI Aioi Life has entered into cooperation agreements with local governments to take part in community monitoring activities. By enhancing employees' knowledge and understanding of dementia, we leverage these efforts to improve quality with a focus on diverse customers.</p> <p>MS&AD Group's Dementia Supporter Training Achievements for FY2023 (including Caravan Mates) Total: 11,608 supporters</p>

Customer-Oriented Business Operations

In accordance with the "Principles for Customer-Oriented Business Conduct" published by the Financial Services Agency, we have created manuals pertaining to insurance solicitation for elderly and person with disability. This is to promote appropriate customer service and to improve our operations through the analysis of survey data provided by customers and dialogue with insurance agents. Additionally, by providing meticulous responses tailored to each customer's situation, we work to prevent complaints and offer reasonable accommodations. Furthermore, we conduct training on dementia for both internal and external audiences to deepen understanding of dementia, utilizing these efforts to improve quality with a focus on a diverse range of customers. In addition, we engage in exchanges of opinions with external experts and have external specialists evaluate our customer-facing tools, aiming to incorporate customer perspectives into our operations. The promotion of such customer-oriented business operations and the various issues related to quality improvement are discussed within the Quality Improvement and Compliance Committee.

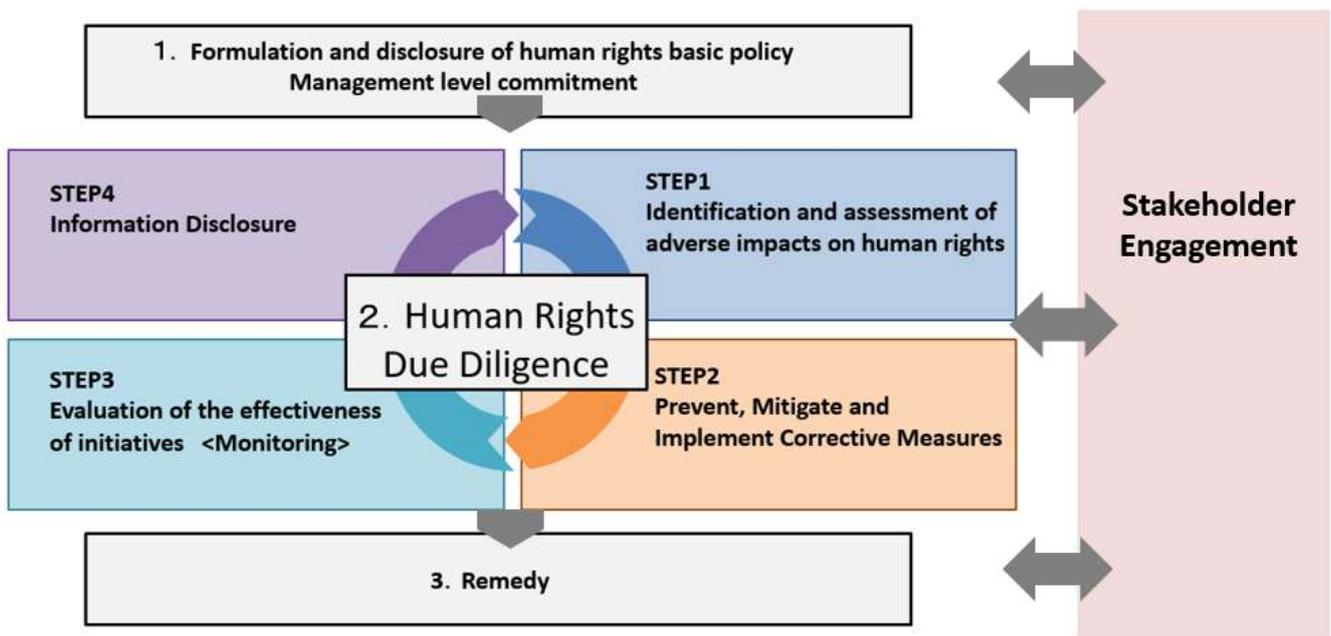
Implementing Activities and Dialog that Respect Human Rights

MS&AD Group will fulfill its corporate responsibility to respect human rights and contribute to the realization of a sustainable society based on the United Nations "Guiding Principles on Business and Human Rights".

In order to achieve the Group's management philosophy (mission), which is to contribute to the development of a vibrant society and help secure a sound future for the planet, by enabling safety and peace of mind through the global insurance and financial services business, it is important to consider and act on the mutual impact between our business activities and society, including the environment and human rights. In the "MS&AD Insurance Group Human Rights Policy", which applies to all employees of the Group, business partners such as agents, and a wide range of stakeholders associated with the Group, we clarify that the Group has a responsibility to respect and protect human rights. Under this human rights policy, we identify and evaluate the adverse impacts on human rights that may occur in our business activities, and work with a wide range of stakeholders to prevent and mitigate them through our commitment to respecting human rights (human rights due diligence).

Human Rights Management System

The Group is committed to respecting human rights and is promoting initiatives in accordance with the management system for respecting human rights, such as the formulation of human rights policies, implementation of human rights due diligence, and providing remedies.



Created with reference to the Ministry of Economy, Trade and Industry's "Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains"

MS&AD Insurance Group Basic Policy on Human Rights

In February 2017, MS&AD Group established the "MS&AD Insurance Group Basic Policy on Human Rights" following the approval of Board of Directors.

Our group fulfills its responsibility to respect human rights in accordance with this policy.

The initiatives for respecting human rights are reported to and overseen by the Board of Directors.

MS&AD Insurance Group Basic Policy on Human Rights

The MS&AD Insurance Group is committed to enhancing the enterprise value and contributing to the creation of a sustainable and resilient society through behavior that takes into account interaction with the environment and society in all business activities, with the aim of realizing Our Mission.

We recognize our responsibility for the actual and potential adverse impact our business activities have on human rights, including the impact of value chain, and we have pursued activities and dialogues that respect human rights. This Basic Policy has been adopted to prepare for this.

1. Basic Approach

(1) Compliance with laws, regulations and norms related to respect for human rights

- (i) The Group respects international norms on human rights such as the United Nations International Bill of Human Rights(*1), the corporate code of conduct in the United Nations Global Compact(*2), and the principles concerning fundamental rights set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work(*3).
- (ii) In addition to complying with laws and regulations in countries and regions where we conduct business activities, we seek ways to respect the principles of internationally recognized human rights when these laws and regulations conflict with the principles, while considering the circumstances in such countries and regions.

(2) Non-discrimination

We respect basic human rights in all business activities, and not discriminate based on race, nationality, gender, age, ethnic origin, descent (family origin), social status, creed, religion, physical characteristics, disability, sexual orientation, gender identity or pregnancy.

(3) Corporate culture that respects human rights

- (i) With “achieving mutual growth by respecting one another's individuality and opinions, and by sharing knowledge and ideas” as one of Our Values, we will foster a corporate culture that respects human rights.
- (ii) We respect diverse values and engage in the creation of a friendly working environment with consideration for the mental and physical health and safety of every single employee.

2. Human Rights Due Diligence

We will create a system for human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights, and engage in dialogue, consultation and reporting.

(1) Assessment and prevention

We will identify and assess any actual and potential human rights risks, and take prioritized steps to prevent and mitigate them.

(2) Remedy, remediation and dialogue

If the Group causes adverse human rights impacts, we will perform appropriate remedy and remediation through appropriate procedures, and engage in the prevention of recurrence. Moreover, if it is found that we are involved in such impacts through the value chain, we will sincerely engage in dialogue.

(3) Education and Training

We will engage in a broad range of activities to raise awareness of human rights through every opportunity to ensure our officers and employees have a deeper understanding of global, country-specific or regional issues related to human rights and their involvement with our business activities and have respect for human rights.

3. Responsibilities as a Global Insurance and Financial Services Provider**(1) Protection of privacy**

In light of the importance of personal information and in accordance with our Basic Policy for Management of Customer Information we will protect personal information to ensure that there is no adverse impact on human rights including privacy.

(2) Reflection in business processes

As a founding signatory to the UN Principles of Sustainable Insurance (PSI) and a signatory to the UN Principles for Responsible Investment (PRI), we will consider environmental, social and governance (ESG) aspects in order to meet our responsibility to respect human rights in our insurance underwriting and investment decision-making processes.

(*1) International Bill of Human Rights consists of the Universal Declaration of Human Rights and the main instruments through which it has been codified: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights

(*2) Ten Principles on human rights, labour, environment and anti-corruption. The principles of Human Rights and Labour include: (1) support and respect for the protection of human rights; (2) non-complicity in human rights abuses, (3) recognition of freedom of association and the right to collective bargaining; (4) elimination of forced labour; (5) effective abolition of child labour; and (6) elimination of discrimination in employment and occupation.

(*3) Fundamental Principles and Rights at Work in five categories : (1) freedom of association and the effective recognition of the right to collective bargaining, (2) elimination of all forms of forced or compulsory labour, (3) the effective abolition of child labour, (4) elimination of discrimination in respect of employment and occupation, and (5) safe and healthy working environment.

Established, February 1, 2017

Revised on March 1, 2019

Last Amended, October 11, 2022

UK Modern Slavery Act 2015 and Australia Modern Slavery Act 2018

MS&AD Holdings, has been publishing annual statements since 2015 in accordance with the UK Modern Slavery Act 2015. Similarly, Mitsui Sumitomo Insurance and Aioi Nissay Dowa Insurance have also published statements based on the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018, respectively, for their overseas operations. In order to prevent human rights abuses in value chains and supply chains, such as forced labor and child labor, we will continue to conduct reporting and engage with our business partners.

| UK Modern Slavery Act 2015 MS&AD Holdings

- > [FY2023 Slavery and Human Trafficking Statement](#) 
- > [FY2022 Slavery and Human Trafficking Statement](#) 
- > [FY2021 Slavery and Human Trafficking Statement](#) 
- > [FY2020 Slavery and Human Trafficking Statement](#) 
- > [FY2019 Slavery and Human Trafficking Statement](#) 
- > [FY2018 Slavery and Human Trafficking Statement](#) 
- > [FY2017 Slavery and Human Trafficking Statement](#) 
- > [FY2016 Slavery and Human Trafficking Statement](#) 
- > [FY2015 Slavery and Human Trafficking Statement](#) 

Implementation of Human Rights Due Diligence

The Group relies on the UN "Guiding Principles on Business and Human Rights" and has established a human rights due diligence mechanism as part of our management system for respecting human rights. We are committed to implementing this mechanism continuously. In line with our Human Rights Policy, established on February 2017, we are conducting human rights due diligence as follows.

| STEP1: Identification and assessment of adverse impacts on human rights

The Group has organized points of contact where human rights risks may arise within our value chain and stakeholders and identified priority issues in human rights initiatives. Steps taken are as follows.

<Priority Issues>

- (i) Fair and impartial customer service
- (ii) Consideration of human rights measures by underwriters, investors and external contractors
- (iii) Consideration for employee health and a workplace environment free of discrimination.

We conduct the identification and assessment of adverse impacts on human rights every three years as a general principle. We regularly review and determine priority issues based on changes in the Group and the surrounding society and environment within our value chain. The initial evaluation was conducted in the fiscal year 2021, taking into account the Ministry of Economy, Trade and Industry's "Reference Material on Practical Approaches for Business Enterprises to Respect Human Rights in Responsible Supply Chains" as well as the overall reflection of human rights initiatives at our overseas entities. The reevaluation of the 2021 assessment was carried out in the fiscal year 2023.

Process of Identification and assessment of adverse impacts on human rights

Identification and assessment Process①	<p>Identify and organize any contact points among the Group's value chain and stakeholders whence human rights risks may arise.</p> <p>【Value Chain】 (1) Provision of products/services development and sales (including collection of insurance premiums), risk consulting services, insurance payment (including accident investigation personnel) (2) Management Process: Asset management (including investments and loans), information management, procurement (materials and real estate), human resources/recruitment</p> <p>【Stakeholders】 Customers, shareholders, business partners, agents, employees, local and international communities, and environment</p> <p>【Human rights issues】 (1) Discrimination (recruitment, employment and working conditions) (2) Occupational health and safety (3) Excessive and unreasonable working hours (4) Harassment (5) Freedom of association (6) Discrimination (freedom of thought, religion and expression) (7) Defamation and invasion of privacy (8) Consumer safety and the right to know (9) Rights of foreign workers (10) Forced labor (11) Child labor (12) Rights of indigenous peoples and local residents (13) Participation in conflict and inhumane acts (14) Others</p>
Identification and assessment Process②	<p>Assess and analyze such risks identified in terms of [1] severity*1 and [2] impact • probability of occurrence (creation of a risk map*2)</p> <p>(*1) Severity is assessed based on the scale, scope, and difficulty of remediation of the estimated damage</p>
Identification and assessment Process③	<p>Based on the results of the assessment process 2, we have identified significant risks and organized them by stakeholder. From these, we have determined the priority for our human rights-respecting initiatives, prioritizing the issues that require immediate attention.</p> <p>[Priority Issues] (1) Fair and impartial customer service (2) Consideration of human rights measures for underwriters, investors, and external contractors (3) Consideration for employee health and a workplace environment free of discrimination</p>
Identification and assessment Process④	<p>Consideration and implementation of necessary preventive and improvement measures, and review of their effectiveness.</p>

[>](#) (*2) Risk Map  (92KB)

STEP 2: Prevent, Mitigate and Implement Corrective Measures

For each identified priority issues in our human rights-respecting initiatives, we have taken preventive and mitigating measures, as well as corrective actions when necessary. Practical measures for prevention and mitigation include conducting training programs, educational and awareness activities, and establishing internal systems and environments are examples.

■Key preventive and mitigating measures for each priority issue in human rights initiatives

Operational sites with preventive and mitigating measures 46 Entities*	Key preventive and mitigating measures
Fair and impartial customer service	<ul style="list-style-type: none"> ■ Comprehensive implementation of customer-first operations <ul style="list-style-type: none"> • Implementing initiatives in accordance with A Customer-first Policy in the Business Operations and strive for continuous quality improvement and business enhancement. ■ Comprehensive Customer Information Management <ul style="list-style-type: none"> • Implementation of information management training to improve information literacy and training on e-mail targeted attacks • Promoting understanding of human rights initiatives while confirming the information management system through regular inspections and audits for insurance agents, outsourcers, and employees. <p>Information Management Group Basic Policy for Management of Outside Vendors</p> <ul style="list-style-type: none"> ■ Consideration for the elderly and persons with disabilities <ul style="list-style-type: none"> • Adoption of universal design principles • Establishment of a dedicated dial-up call service for the elderly and preparation of a response manual • Introduction of sign language interpretation services
Consideration of human rights measures for underwriters, investors, and external contractors	<ul style="list-style-type: none"> ■ Underwriters and investors <p>In September 2020, we formulated the "Business Activities Considering Sustainability" group policy and implemented business activities considering ESG factors. We consider human rights, including respect for human rights, in insurance underwriting and financing. In July 2022, we established that we will not engage in insurance underwriting and financing for cluster munitions manufacturers that can lead to indiscriminate killings and for manufacturers of inhumane weapons such as biological and chemical weapons and anti-personnel landmines that can lead to indiscriminate killings. We globally conduct insurance underwriting and financing in line with these guidelines. Additionally, for businesses that may potentially violate the human rights of indigenous peoples and local communities, we carefully assess the appropriateness of conducting transactions based on considerations for the local communities of our business partners.</p> ■ External Contractors/Agents <p>To ensure that our business partners (all external contractors) understand the Group's commitment to respecting human rights, we distribute our human rights basic policy. For external contractors selected based on risk assessment, we conduct investigations into their organizational structure and provide human rights awareness training tools (such as the human rights policy development guide and internal training materials), as well as communicate and share relevant information on human rights initiatives.</p>
Consideration for employee health and a workplace environment free of discrimination	<ul style="list-style-type: none"> ■ Promotion of health management <ul style="list-style-type: none"> • Interviews with industrial physicians regarding long working hours, reinforcement of measures to prevent mental illness (use of educational activities and rehabilitation programs that contribute to prevention), utilization of flexible work management, and promotion of health checkups ■ Measures against harassment <ul style="list-style-type: none"> • In addition to systematic management of working hours, the Group is promoting workstyle reforms for employee health and safety • A speak-up system (internal reporting system) and consultation desks have been established. Dissemination of the reporting system and creation of an environment that makes it easy to consult with contact points <p>Speak-Up system</p> <ul style="list-style-type: none"> ■ Promotion of understanding and awareness concerning LGBTQ <ul style="list-style-type: none"> • Implementation of internal seminar to promote understanding of LGBTQ ■ Protecting employees from unreasonable customer complaints (mainly in Domestic Companies) <ul style="list-style-type: none"> • Develop and implement manuals at each group company based on the Group's Basic Human Rights Policy • Conduct harassment awareness training to employees • Implement a system in the claims service department to detect keywords that correspond to malicious complaints in real-time and notify managers • Establish a support system with lawyers for claims service departments

*The primary businesses undertaken by MS&AD Holdings and its Group companies (subsidiaries and affiliates), and the main Group companies undertaking each business as of March 31, 2023

■ Organizational structure for promoting human rights initiatives

The Sustainability Promotion Department of MS&AD Holdings takes the lead and collaborates with the department responsible for overseas compliance and the department responsible for promoting human rights awareness in business companies to promote human rights initiatives both domestically and internationally. Business companies, primarily organized around officers in charge of human rights awareness, aim to deepen the understanding of human rights and corporate social responsibility, foster a culture of human rights within the organization, and enhance awareness of respecting human rights among employees.

<Major initiatives>

- Planning and formulating as well as implementing and managing workplace training programs for all employees
- Raising role awareness of employees involved in human rights education.

[ESG Data / Reference Material \(Human Rights\)](#)

■ Promotion of a Sound Relationship with the Labor Union

In the MS&AD Group, the Company and the labor union respect each other's position by complying with agreements in good faith and by engaging in efforts to maintain and improve the company's democratic and healthy development, the employee's working conditions, and their position. Based on the agreement, negotiations and consultations are carried out in the context of wages, personnel systems and operations, work environment, and management plan.

<Measures to prevent various types of harassment>

In the Group, we declare our commitment to respect human rights, in accordance with our Human Rights Policy and Compliance Policy. We pledge not to engage in discrimination or harassment based on race, nationality, gender, age, occupation, region, creed, disability, or any other factor, including sexual harassment, workplace harassment, and other forms of harassment. In the event that a case requiring remedy arises, we have established the following system to receive reports and consultations from employees and others and provide appropriate remedial measures.

[ESG Data/Reference Material \(Labor union membership rate\)](#)

[ESG Data / Reference Material \(Speak-up System\)](#)

STEP3: Evaluation of the effectiveness of initiatives (Monitoring)/ STEP4: Information Disclosure

We conduct regular evaluations (monitoring) on the effectiveness and implementation of prevention, mitigation, and corrective measures for human rights issues identified and assessed through STEP 1 and STEP 2. Additionally, we provide explanations and disclose information on various initiatives related to respecting human rights through our annual Sustainability Report, website, and other channels.

■ **Example Initiatives of evaluations (monitoring)**

<p>Fair and impartial customer service</p>	<p>■ Protection of personal information Each Group company establishes internal regulations on information management, introduces security measures, and provides education to employees and agents, according to the MS&AD Insurance Group Basic Policy for Management of Customer Information. To verify the management systems, we regularly conduct inspections and audits of agents, outside vendors, and employees, and promptly implement remedial measures against any found problems. <Fiscal Year 2023 inspections and audits> Internal inspections were carried out at the Company and the Group’s domestic insurance companies. We inspected and audited around 25,000 agents and outside vendors, and provided instructions including to strengthen security to approximately 393 companies. Information Management Group Basic Policy for Management of Outside Vendors</p>
<p>Consideration of human rights measures for underwriters, investors, and external contractors</p>	<p>■ Underwriting and Investments Based on our "Business Activities with Consideration for Sustainability" group policy, we annually review the underwriting situation to ensure compliance with the policy and make improvements or corrections as necessary, including suspending underwriting if needed. In the regular reassessment of the impact on human rights, we identify countries or regions with high human rights risks based on the Fragile States Index. For our business operations in Myanmar, we conduct due diligence on our investees to confirm that there are no human rights issues.</p> <p>■ External Contractors/Agents We regularly confirm the implementation of a system for respecting human rights and provide support for necessary organizational improvements as needed.</p> <p>■ Agents/ Foreign technical intern trainees Regarding the employment status of foreign technical intern trainees, we conducted interviews with relevant departments within the Group. While no specific problem cases have been identified, we will continue to follow up on this matter. Additionally, we regularly conduct audits of the labor environment and conditions by third parties to ensure and maintain appropriate working conditions.</p>
<p>Consideration for employee health and a workplace environment free of discrimination</p>	<p>■ Creating a safe workplace environment (compliance with labor safety and health laws) Within the Group's domestic insurance companies, we have established hygiene committees based on the Labor Safety and Health Act to investigate and deliberate on matters related to preventing occupational health disorders and promoting health. These committees hold monthly.</p> <ul style="list-style-type: none"> • We conduct an annual survey to gauge the awareness of the Group's employees, which we use to consider improvements to company systems, policies, and environmental arrangements. Since fiscal year 2019, this survey has also been extended to employees based in overseas locations <p>Targets (KPI) and Results</p>

Remedy (Consultation Desk)

In the Group, we have established a system to promptly address any voices or reports regarding potential human rights violations and ensure appropriate remedial measures are taken if necessary.

■ **Schemes for Receiving Feedback from Customers**

<p>Schemes for Receiving Feedback from Customers</p>	<p>We widely accept various voices such as "consultations," "requests," and "complaints" from customers, and stipulate that they will be used to improve quality. Quality that Earns the Trust of Society</p>
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■ **Reporting System from Employees (Speak-up System)**

In the Group, we declare our commitment to respect human rights, in accordance with our Human Rights Policy and Compliance Policy. We pledge not to engage in discrimination or harassment based on race, nationality, gender, age, occupation, region, creed, disability, or any other factor, including sexual harassment, workplace harassment, and other forms of harassment. In the event that a case requiring remedy arises, we have established the following system to receive reports and consultations from employees and others and provide appropriate remedial measures.

<p>Reporting System from Employees (Speak-up System)</p>	<p>In order to prevent violations of laws and regulations, violations of internal regulations and inappropriate conduct from being neglected, the MS&AD Insurance Group has in place a reporting and Internal and external consultation services, the Speak-up System, through which employees can report any concerns so the company can promptly identify the facts and take necessary measures. With this system, the Group pushes ahead with compliance with ethics, laws, and regulations.</p> <p><Examples of cases which could be reported and consulted></p> <ul style="list-style-type: none"> • Any matters related to non-compliance • Issues related to violation of MS&AD Insurance Group Basic Policy on Human Rights • Issues related to employees' mental and physical health and other issues caused by sexual harassment, power harassment, or any other types of harassment • Any matters related to working environment, such as work hours and overtime work <p>We have made efforts to enable informers and consulters to easily use the system. We protect the informers and consulters by ensuring the informers and consulters' privacy and protect their information. We also make sure the informers are not treated disadvantageously. We have also set up an external contact point at an outside law firm. For officers and employees working at overseas entities, we have established a global reporting contact in addition to the reception desks at our domestic offices. We respond to reports in 16 languages, and it is possible to report to the Japanese head office from overseas.</p> <p><Corrective Measures></p> <p>In response to reports or consultations:</p> <ul style="list-style-type: none"> - Depending on the nature of the report or consultation, the appropriate department will conduct a factual investigation. - If the reported information is confirmed to be violating laws and regulations, internal regulations and inappropriate conduct from being neglected, appropriate actions will be taken, such as disciplinary measures, warnings, or guidance. <p>ESG Data / Reference Material (Speak-up System)</p>
<p>Harassment Consulting Desk</p>	<p>We have set up a dedicated harassment consulting desk to make sure that employees who feel victimized can consult staff with peace of mind about sexual harassment, power harassment, and maternity harassment cases. Based on verification of facts through prompt investigation, if deemed necessary, corrective measures and actions will be taken in accordance with internal regulations. The company is also making efforts toward prevention of harassment by providing education such as workplace training programs for all employees, level-specific training programs, and e-learning.</p>

Whistleblowing and Consultation System for Value Chain and Supply Chain (External Contractors):

<p>Human Rights Issues Consulting Desk</p>	<p>Establishment of consultation desk mainly for the Group's outsourcing partners, utilizing the platform of a specialized organization that relies on the UN "Guiding Principles on Business and Human Rights". Through this consultation desk, we are working to promptly identify information on human rights violations in our value chain, further strengthen the corrective activities, and improve transparency in problem-solving processes.</p> <p>Japan Center for Engagement and Remedy on Business and Human Rights (JaCER)</p>
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Engaging dialogue with our various stakeholders

In order to promote our commitment to respecting human rights, it is important to understand how our business activities are perceived by stakeholders and the impact they have. In the Group, we engage in dialogue with stakeholders throughout the processes of human rights due diligence, which is our management system for respecting human rights. We leverage these dialogues to inform and enhance our initiatives.

Dialogue1: Discussion with NGO on the Group's Human Respect Initiatives

In December 2023, a discussion on "Respect for Human Rights Initiatives" took place between Mr. Hideki Wakabayashi (Board member of the Japan NGO Center for International Cooperation (JANIC) / Director of THINK Lobby) and MS&AD Holdings CSuO and members from the Sustainability Promotion Department.

【Outline of the Discussion】

- Date: December 2023
- Method: In-person meeting. Prior to the discussion, a survey was conducted to gather opinions on the Group's initiatives. The discussion was based on the survey questions.
- Participants: Mr. Hideki Wakabayashi, board member of the Japan NGO Center for International Cooperation (JANIC) and Director of THINK Lobby, MS&AD Holdings CSuO and members from the Sustainability Promotion department.

【Human rights due diligence and operations】

After receiving a briefing on the latest developments in business and human rights in Japan and various countries from Mr. Wakabayashi, we had a lively exchange of opinions based on the questionnaire on our company group's commitment to respecting human rights that was previously answered. It was pointed out that human rights risks are risks to people, and that enhancing corporate value should ultimately be achieved through addressing these risks. It was also emphasized that all employees need to understand that human capital, including human rights, is supported by social and natural capital.

MS&AD Holdings will reflect the insights and opinions obtained through the discussion, and strive for further enhancement of our commitment to respecting human rights and disclosure of information.

- The risks pointed out through this dialogue have been reflected in the risk map revised on March 2024

