

Notice: This document is a translation of the original Japanese document and is only for reference purposes. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.



November 30, 2021

To whom it may concern,

Company name	Japan Best Rescue System Co., Ltd.
Representative	Representative Director Mr. Nobuhiro Sakakibara Stock code: 2453 1st Section of Tokyo Stock Exchange 1st Section of Nagoya Stock Exchange
Inquiry	Director & Executive Officer Mr. Mitsuhiro Wakatsuki (TEL : +81-52-212-9908)

**Notice regarding an acquisition of approval on
Workplace Harassment Insurance**

We shall hereby announce that our group company Rescue Insurance Co., Ltd. (Head office: Chiyoda-ku, Tokyo, Representative Director: Mr. Shoji Sugimoto, hereinafter called “Rescue Insurance”), have completed the approval and registration of the Financial Services Agency regarding the Workplace Harassment Insurance (the official name in the policy is "Employment Practices Liability Insurance") on November 29, 2021.

For more details, please refer to the attached news release.

(Attachment)

Announcement on acquisition of approval on Workplace Harassment Insurance

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November 30, 2021

News release

Rescue Insurance Co., Ltd.

Announcement on acquisition of approval on Workplace Harassment Insurance

Rescue Insurance Co., Ltd. (Head office: Chiyoda-ku, Tokyo, Representative Director: Mr. Shoji Sugimoto, hereinafter called “our company”) announces that the approval and registration of the Financial Services Agency regarding the Workplace Harassment Insurance (the official name in the policy is "Employment Practices Liability Insurance") has completed on November 29, 2021.

1 . Background of Development

Workplace Harassment Insurance is an insurance policy that covers compensation and other expenses in the event that an employee pursues liability for damages against a company officer or supervisor for harassment, including sexual harassment and abuse of authority, as well as unfair dismissal.

In recent years, there has been an increase in the number of employment-related problems caused by the words and actions of corporate officers and supervisors toward employees. We have developed this product based on the expectation that demand for Workplace Harassment Insurance will grow in the future.

Our company assumes that there are still many companies that have not yet purchased employment practices liability insurance. We will promote its spread through various sales channels.

2 . Features of the product

Workplace Harassment Insurance is a product in which the insured company acts as the insurance policyholder and bears the insurance premiums. It is characterized by the fact that our company can provide benefits directly, with the prior approval of insured company, to employees and others who are victims of unfair acts (such as sexual harassment, abuse of authority, discriminatory acts, unfair dismissal, violation of personal rights, unfair evaluation, breach of accountability, retaliatory acts, etc.) occurring within the company, thereby enabling early resolution of employment problems.

We plan to start selling this insurance early next year through joint underwriting with a casualty insurance company that has experience in selling this insurance, accumulate our know-how, and underwrite it independently in the future.

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3. Future Outlook

In terms of ESG and SDGs, there is a need to achieve gender equality and decent work, in addition to building more advanced governance systems. Our company aims to solve these issues by developing Workplace Harassment Insurance through sales channels utilizing partnerships.



4. An overview of our company is as follows.

We are a new casualty insurance company that opened for business on July 29, 2019. We sell a variety of products, including expense insurance for corporations and home contents insurance for apartment.

We are also actively developing advanced insurance products in response to the rapidly developing digital society.

Company Name	Rescue Insurance., Co., Ltd.	
Head office	Otemachi Nomura Bldg., Otemachi 2-1-1, Chiyoda-ku, Tokyo	
Representative Director & CEO	Mr. Shoji Sugimoto	
Capital		
Shareholder composition	Japan Best Rescue System Co., Ltd.	85.7%
	Nippon Life Insurance Company	7.1%
	Seven Bank, Ltd.	7.1%
Description of Business	Casualty Insurance business	
Website	https://www.rescue-sonpo.jp	

< Inquiry on this News release >
Rescue Insurance Co., Ltd. +81-3-6910-3278