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To whom it may concern

TOKAI Holdings Corporation  
Katsuhiko Tokita, President & CEO  
(Code No. 3167 Tokyo Stock Exchange First Section)

## Support for the “Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine”

Katsuhiko Tokita, President and CEO of TOKAI Holdings Corporation, agreed with the “Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine” (Secretariat: Cabinet Office). While deepening the network with male leaders in various industries throughout the country, we will accelerate efforts for gender equality and women's advancement in the TOKAI Group.

■What is the “Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine”?

Taking the opportunity of the "Conference on Supporting Shining Women" held at the Prime Minister's Official Residence in March 2014, the Action Declaration of the "Association of Men Leaders to Accelerate the Active Participation of Shining Women" was formulated in June 2014 by leaders of companies that are actively promoting the advancement of women. It is a group of business owners who promote efforts in line with the "Declaration of Action" to promote gender equality and women's advancement, share efforts and issues through exchanges between participants, and accelerate efforts. Participants will also contribute to fostering social momentum for gender equality and women's active participation by independently disseminating their own ideas and initiatives both internally and externally. Currently, about 260 corporate managers, governors, and municipal heads are participating.

For details, please refer to the URL below or the QR code.(Japanese)

[https://www.gender.go.jp/policy/sokushin/male\\_leaders/index.html](https://www.gender.go.jp/policy/sokushin/male_leaders/index.html)



■ About TOKAI Group's measures to promote women's advancement

As part of "diversity management," the TOKAI Group began efforts to further promote the active participation of female employees in fiscal 2012. Going forward, the Group will continue to focus on creating an environment in which diverse human resources can maximize their abilities and play an active role.



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