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To whom it may concern

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

Receipt of the Highest Rating in the Employees' Health Management Rating Offered by Development Bank of Japan

TOKAI Group announces that it won the highest rating in the “DBJ Employees' Health Management Rated Loan Program” provided by Development Bank of Japan Inc., (Headquarters: Chiyoda-ku, Tokyo; President and CEO: Masanori Yanagi). It marks the first highest rating given to a corporation in Shizuoka Prefecture.

DBJ Employees' Health Management Rated Loan Program is the first financing menu in the world that incorporates the professional approach to employee health management ratings. Based on the original evaluation system, DBJ evaluates and selects the companies with excellent health management efforts and applies the result of the evaluation to the loan terms.

TOKAI Group established the position of Chief Health Officer (CHO) in June 2016 and announced the Health Management Initiatives to enhance various health-promoting measures and has worked positively on health management. The company which became the first corporation to receive the DBJ health management rating in Shizuoka Prefecture last year was recognized this year as the excellent company in terms of the efforts to take care of the employees' health, and the following activities were highly estimated.

- (1) Developing cross-sectional system and promoting the health management together as a group by setting up the new “Meeting of Person in Charge of Health and Safety” and “Committee of Health Promotion within the Group”, and expanding the promotional organization led by the “healthcare leaders” of each hub office as the subordinated body to help penetrate the health-related initiatives
- (2) Identifying the health issues surrounding the employees based on the multifaceted analysis using multiple data including medical checkup results in cooperation with industrial physicians, external experts, and the Employee Health Insurance System. Setting the goal of increasing the employees who are keenly aware of health benefits and risks by stratifying the risk levels and implementing the effective measures by stratification from the preventive point of view.
- (3) Establishing “Overtime Work Countermeasure Council within the Group” to reduce work hours and “Work Style Study Group” to discuss diverse working styles with the aim of improving work-life balance and working to build the comfortable and fulfilling working environment by introducing flex time and raising the annual percentage of employees taking paid leave.

The Group will continue to strive to realize the corporate mission of “Improving the lives of our customers. We will continue to grow and develop together with local communities and the Earth”, through the provision of health information to our employees, the creation of frameworks to promote healthier lifestyles, and implementation of various measures to advance health.

[Inquiries about this press release]

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