



June 21, 2018

To whom it may concern

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

Establishment of the “TOKAI Group Health Management Charter”

In June 2016, TOKAI Group President & CEO Katsuhiko Tokita was appointed to the position of Chief Health Officer (CHO), and made the following declaration on health management.

The TOKAI Group regards the health of its employees to be an important resource for the Group as well as society. By proactively supporting health promotion activities for its employees, our Group will strive to achieve its Corporate Philosophy of “To improve the lives of our customers, we will continue to grow and develop together with local communities and the earth”.

In order for us to take a leading role in further advancing the Group’s health management activities, we have also recently established our “TOKAI Group Health Management Charter” (refer to the attachment) which is formed around the 3 main points of “health promotion”, “safety and hygiene”, and “work-style reforms”.

Through its initiatives which cover topics such as reaching a work-life balance, providing support to successfully manage both child care/nursing care and work, enacting programs to encourage activities by women, and carrying out various health promotion measures, our Group will take active steps from here on to create workplaces where each and every employee can perform his or her work comfortably, with high energy and enthusiasm. By doing so, we will aim to achieve our Corporate Philosophy of “To improve the lives of our customers, we will continue to grow and develop together with local communities and the earth”.

[Inquiries about this press release]

TOKAI Holdings Corporation
Junichi Yamada,
Managing Executive Officer and Human Resources Planning Department Representative
TEL : +81-(0)54-273-4932



TOKAI Group Health Management Charter

1. We will develop employees who are healthy in mind and body and who can practice the TOKAI-WAY.
2. In order to plan and carry out the principle of “health management”, we will organize individual committees to implement “Group Health Management”, “Group Safety and Hygiene”, and “Group Work-Style Reforms”.
3. By actively supporting the promotion of employee health, we will strive to create workplace environments where all employees are in good health and can perform their work with high energy and enthusiasm.
4. While always being aware of the concept that “Safety and health lay the foundation of management”, we will follow laws, ordinances, and internal standards related to safety and hygiene, and will facilitate the creation of safe, secure, and comfortable workplaces.
5. We will assist in arranging comfortable work conditions for employees, so that they can achieve a work-life balance allowing the fulfillment of work responsibilities to be in harmony with home and community life.
6. Our employees will be responsible for managing and maintaining their own health.
7. We will invest in appropriate management resources and conduct effective improvements on an ongoing basis for the execution of health management.

A handwritten signature in black ink, reading 'Tokita Katsuhiko'.

Katsuhiko Tokita
Chief Health Officer (CHO)