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To whom it may concern

TOKAI Holdings Corporation  
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(Code No. 3167 Tokyo Stock Exchange First Section)

## **New Establishment of Systems to Support Successful Management of Both Medical Treatment and Work**

The TOKAI Group, as part of its health management activities, newly established “systems to support successful management of both medical treatment and work” from July 2018 to allow employees who contracted cancer to continue working, while receiving medical treatment.

The number of cancer patients is increasing nationwide, and approximately 850,000 new cancer patients are diagnosed every year. Of this, 260,000 persons, or one-third of the newly-diagnosed patients, are estimated to be working-age patients (aged 20-64)<sup>\*1</sup>. The TOKAI Group has already introduced the reserved paid leave system for medical treatment. However, we believe that the introduction of the new systems that will allow employees with cancer to continue working with a sense of security, while receiving medical treatment, will relieve their stress and bring their abilities to the fullest.

The TOKAI Group is also promoting employees to improve their lifestyles and get cancer screening, with the aim to reduce employees’ cancer risk. Specifically, we are actively promoting measures, such as “stepping up smoking cessation program,” “encouraging cancer screening,” “female-specific diseases prevention seminar” and “walking rally”.

\*1. Source: Data from “Cancer registration and statistics” from the National Cancer Center Japan’s Cancer Information Service.

### **[Overview of the System to Support Management of Medical Treatment and Work]**

Employees who are diagnosed with cancer are eligible to use the following systems.

- 1) Short time work system (newly established)
- 2) Staggered working hours system (newly established)
- 3) Reserved paid leave system

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】**

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