

June 19, 2019

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

To whom it may concern

Acquisition of the Next Generation Growth Special Authorization "Platinum Kurumin"

TOKAI Group (TOKAI Holdings Corporation, TOKAI Corporation, TOKAI Communications Corporation, TOKAI Gas Corporation, TOKAI Cable Network Corporation and TOKAI Management Service Corporation of 6 companies) was certificated as a Childcare Support Company by the Shizuoka Labor Bureau of the Ministry of Health, Labor and Welfare and was allowed to use the "*Platinum Kurumin*" next-generation supporter mark.

"*Platinum Kurumin*" refers to companies that are certified (kurumin accredited) as "child care support companies" based on the Next-Generation Support Measures Promotion Act, and those companies that have taken higher-level initiatives can receive .

The TOKAI Group promotes various measures such as work life balance, childcare, long-term nursing care, support for coexistence of treatment and promotion of acquisition of paid leave from various viewpoints. In particular, in the Second Business Action Plan for General Business Owners (January 1, 2017 to December 31, 2018), we worked on promoting male paternity leave and reducing overtime.

Going forward, we will work to achieve a work-life balance for each employee and continue to support work and child care.

[Main Initiatives to Support the Next Generation Growth of TOKAI Group]

- ✓ In order to reduce overtime work, group worktime reduction promotion meetings consider and implement measures.
- ✓ Make the paid leave rate an average of 50% or more.
- ✓ Establish a system for working at home for childcare and nursing care



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