



April 21, 2021

To whom it may concern

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

## Receipt of the the highest rank of "DBJ Health Management Rating" by Development Bank of Japan Inc., three times in a row

TOKAI Group announces that it won the highest rating in the "DBJ Employees' Health Management Rated Loan Program" for three times in a row provided by Development Bank of Japan Inc., (Headquarters: Chiyoda-ku, Tokyo; President and CEO: Hajime Watanabe).

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. According to the "DBJ Health Management Rating" this time, "Efforts for health consideration of employees are particularly excellent", and the following points were highly evaluated.

- (1) The top management takes on the role of Chief Health Officer (CHO), and actively develops health management in a united group centered on the three pillars of "health and safety," "health promotion," and "reform of working styles." These Efforts are being made to instill and disseminate the above measures through healthcare leaders assigned to each department, in-house newsletters and video distribution, etc.
- (2) Defined "employees with high health literacy" who contribute not only to good health but also to improve productivity, grasp the current situation through regular questionnaires, set the ratio as KPI. And utilizing it for medium- to long-term goals and verification of the effects of each measure
- (3) The practice of "TOKAI WAY Value" is reflected in the personnel evaluation to establish the common values of the group. In order to deepen communication between the president and employees, we are working to improve engagement by actively providing opportunities to exchange opinions on each project and theme.

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.

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