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For Immediate Release

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Notice Regarding the Review of TOKAI Group Materiality (Key Issues)

TOKAI Holdings Corporation (Headquarters: Aoi-ku, Shizuoka City, Shizuoka Prefecture; President and CEO: Katsuo Oguri; hereinafter referred to as "the Company") announces that the Company has conducted a review of the materiality issues, which are positioned as important management challenges for our Group in promoting sustainability management.

In December 2021, our company established the Group's basic sustainability policy and identified materiality issues. Since then, through various business activities that support people's lives and society, we have been committed to sustainability initiatives aimed at contributing to the realization of a society where future generations can grow up with dreams, as well as enhancing corporate value. We report on these efforts twice a year to the Sustainability Promotion Committee and strive to improve and enhance their content.

In recent years, the external environment surrounding our Group has undergone significant changes, requiring us to respond flexibly to these shifts. In line with the formulation of the "Medium-Term Management Plan 2028," starting in fiscal year 2026, we have been reviewing our materiality.

This time, we conducted an evaluation from two perspectives: "the impact society has on our Group" and "the impact our Group has on society," and redefined the roles our Group should fulfill for society and the environment. Furthermore, based on feedback from external experts and discussions at the Sustainability Promotion Committee, we newly identified four materiality issues that pursue the unique characteristics of the TOKAI Group. These were approved at the Board of Directors meeting held today.

New Materiality (Four Key Issues)

Materiality	Desired Vision for 2030	Key Initiatives	Metrics / Targets
Contribution to a life filled with smiles	As a corporate group that comprehensively supports people's lives and society, we provide "Safety and Security," "Convenience and Comfort," and "Joy and Purpose," bringing smiles to our customers and local communities.	<ul style="list-style-type: none"> -Realization of safe, secure, and high-quality services -Value creation through new services -Contribution to society by fostering regional development and the future 	Customer base: 3.6 million by FY 2028
			<ul style="list-style-type: none"> Creation of new services (qualitative evaluation): -Social implementation leveraging the Group's strengths -Promotion of open innovation
			Customer satisfaction: 80% by FY 2030
Promotion of eco-friendly business activities	Aiming to achieve carbon neutrality by 2050, we take a leading role in actively addressing climate change measures throughout the entire supply chain.	<ul style="list-style-type: none"> -Contribution to the decarbonization and low-carbon initiatives of customers and local communities -Promotion of decarbonization and low-carbon initiatives in our own business activities 	Contribution to reductions across the entire supply chain (qualitative evaluation):
			<ul style="list-style-type: none"> -Creation and expansion of decarbonization initiatives Reduction rate of the Group's GHG emissions (Scope 1 and 2): 50% reduction by FY 2030 compared to FY 2021
Challenge-oriented human capital and organizations	We cultivate talent with creativity and a challenging spirit and build a rewarding work environment where diverse employees can fully demonstrate their abilities.	<ul style="list-style-type: none"> -Recruitment and development of talent with creativity and initiative -Creating a work environment that maximizes employees' potential 	Ratio of female managers: 10% by FY 2030
			<ul style="list-style-type: none"> Paternity leave uptake rate: 100% by FY 2030 Employee engagement: 77.5% by FY 2030
			Number of employees leaving due to nursing care: 0 each fiscal year
Governance enhancement	While ensuring strict compliance, we establish a robust governance system to earn the trust of our stakeholders and enhance corporate value.	<ul style="list-style-type: none"> -Strengthening corporate governance -Ensuring thorough compliance and risk management -Enhancing information security -Strengthening supply chain management -Respecting human rights -Improving engagement with shareholders and investors 	<ul style="list-style-type: none"> Development and implementation of governance-related measures (qualitative evaluation) ·Enhancing the effectiveness of governance

We will promote initiatives on materiality as a unified Group, aiming to realize a sustainable society and enhance corporate value. Going forward, we will continue to regularly review our materiality in response to changes in society and the environment and strive to meet the expectations and requests of our stakeholders.

Renewal of the Corporate Website "Sustainability" Page and Issuance of the "Sustainability Report"

In conjunction with the review of materiality, we have revamped the "Sustainability" page on our corporate website. Additionally, to help stakeholders better understand the Group's sustainability activities, we have issued a "Sustainability Report." For detailed information on materiality and other topics, please refer to each respective site.

"Sustainability" page on our corporate website

<https://www.tokaiholdings.co.jp/english/sustainability/>

"Sustainability Report" (Japanese Only)

<https://www.tokaiholdings.co.jp/sustainability/report.html>

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