



March 13, 2017

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

To whom it may concern

“Kurumin” Certification for Childcare Support Company

On February 21, 2017 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 “*Kurumin*” next-generation supporter mark.

The TOKAI Group promotes various measures such as work life balance, childcare, long-term nursing care, and female success from various viewpoints. We have achieved the goals of the First Phase General Business Owners Action Plan, the number of male employees who acquired childcare leave, and the ratio of childcare leave acquisition rates of female employees.

Currently, we are striving to create a comfortable workplace environment that can balance work with childcare as the Second Phase General Business Owners Action Plan (January 1, 2017 to December 31, 2018) listed.

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

- ✓ Increasing the target age of employee’s children to "Elementary school third grader" that can take shorten work hours and shorten or extend prescribed working hours
- ✓ Father's special leave system that can be acquired when a child is born
- ✓ Child nursing leave system based on accumulated paid vacation (5 days of statutory + 20 days of accumulated paid leave, total 25 days)
- ✓ Establishment of work life balance consultation service



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