



December 1, 2017

To whom it may concern

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

## TOKAI Group Introduces Ban on Smoking during Work Hours

TOKAI Group will prohibit smoking during work hours throughout the Group, effective from January 1, 2018. It is medically evident that smoking affects health and induces health problems such as cancer, cardiac disease, and emphysema. The Group has taken the measures such as separation of the smoking area to prevent the hazards of second-hand smoke, but in order to promote its efforts to improve the health of its employees further, it decided to introduce a ban on smoking.

### 1. Specific measures

Top management of the Group (Katsuhiko Tokita, President & CEO) was appointed to the Chief Health Officer or CHO in June 2016 and the Health Management Initiatives were released. Since then, the Group has implemented the health-promoting measures and now decided to prohibit smoking during work hours throughout the Group and help its employees quit smoking to advance its health management.

- (1) Imposing a complete ban on smoking during the working hours
- (2) Supporting the employees in quitting smoking
  - (i) Granting money for smoking cessation therapy  
For the employees who visit medical institution regularly for smoking cessation treatment, the Group will pay the grant for the therapy to those who successfully break free from cigarettes.
  - (ii) Providing health guidance  
The Group will provide information on smoking cessation and health hazards of second-hand smoke to the smokers.

### 2. Health management effort up to now

- (1) June 2016: establishing the position of CHO, announcing the Group Health Initiatives
- (2) September 2016: receiving the health management rating from the Development Bank of Japan
- (3) February 2017: certified as the White 500 under the large enterprise category of Health and Productivity Management Organization by the Ministry of Economy, Trade and Industry
- (4) November 2017: receiving the highest health management rating from Development Bank of Japan

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.

**[Inquiries about this press release]**

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