

For Reference Only

March 4, 2020

Selected for FY2019 “Semi-Nadeshiko Brand”

Tokyo Century Corporation (“Tokyo Century”) is pleased announce that the company was selected as a “FY2019 Semi-Nadeshiko Brand” which was conducted jointly by the Ministry of Economy, Trade and Industry (“METI”) and the Tokyo Stock Exchange (“TSE”). The company received the designation for two consecutive years.

“Nadeshiko Brand” is an initiative aiming to introduce certain TSE-listed enterprises that are outstanding in terms of encouraging the empowerment of women in the workplace as attractive stocks to investors who value the improvement of corporate value in the mid- and long-term, thereby attracting the attention of investors to such enterprises’ efforts for the empowerment of women in the workplace and further accelerating such efforts by TSE-listed enterprises. MITI and the TSE made assessment of approximately 3,600 enterprises listed in all TSE sections, and selected 46 enterprises from each industry as FY2019 Nadeshiko Brands on March 3, 2020. In addition, 20 semi-successful enterprises including Tokyo Century were selected as FY2019 Semi-Nadeshiko Brands regardless of industries. In 2017, the company was selected as a FY2016 Nadeshiko Brand.

For selecting Semi-Nadeshiko Brands, candidate enterprises are selected according to the screening criteria from 1. to 3. Below, and then be screened based on a point-addition method for candidate enterprises’ financial indices before determining successful enterprises. METI and the TSE select Semi-Nadeshiko Brands from the highest-scoring enterprises which obtain a score within the top 15% of all candidate enterprises, but which have not been selected as Nadeshiko Brands, irrespective of the sector to which they belong.

1. Prepared an action plan under the Act on Promoting Active Participation by Women
2. Disclosed the share of women appointed to management posts among the total number of management posts in the database developed by the Ministry of Health, Labour and Welfare
3. Secured at least one female director, auditor, or executive officer

Tokyo Century is taking a variety of initiatives such as hiring, development and appointment of women workers as well as enhancing support for balancing work and private life while promoting diversity as part of its management policy. Tokyo Century makes clear objectives and targets through defining numerical criteria in an effort to develop women’s active participation in the workplace and accelerate work-life balance. In addition, the company actively disclose information on its corporate website, including its Basic Diversity Policy, action plan based on the Act on Promotion of Women’s Participation and Advancement in the Workplace, Work Style Reform Action Plan, actual numerical results related to women’ s active participation and details of diversity initiatives.

Tokyo Century promotes diverse and flexible workstyles to improve productivity, including teleworking, a system of staggered work hours, and the hourly paid leave program to suit the needs of each employee. Tokyo Century will continue helping develop a diverse and open corporate culture in order to encourage each and every employee to demonstrate their abilities and individualities while aiming to become a company in which all officers and employees can further develop their expertise, feel their own growth and take pride.



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