

【PRESS RELEASE】

April 3, 2023

TANAKA Holdings Co., Ltd.

TANAKA Group Formulates DE&I Declaration

TANAKA Holdings Co., Ltd. (Head office: Chiyoda-ku, Tokyo; Representative Director & CEO: Koichiro Tanaka), the pure holding company of TANAKA Group, announced today that it has formulated a diversity, equity, and inclusion (DE&I) declaration.

TANAKA Group considers the individuality of each employee is the origin of value creation and positions the promotion of DE&I as one of our key management strategies. We declare to make company-wide efforts to promote DE&I.

To create new innovations for a better future and to achieve happiness for our employees to believe in their own potential, we will operate in accordance with the following guidelines.

TANAKA Group DE&I Guidelines

- **Diversity:** We will realize an organization where each employee can recognize and respect the individuality and differences.
- **Equity:** We will provide each employee with opportunities to develop and maximize the potential.
- **Inclusion:** We will create a work environment where each employee can inspire each other and grow together.

Efforts for promoting DE&I are already in place, with initiatives being undertaken to create conducive workplaces, including the establishment of systems to support balancing work and family, round-table meetings with male employees who took childcare leave, and internal awareness surveys. The DE&I Promotion Office—a dedicated department—has been established on April 1 to further promote DE&I.

Future progress of TANAKA Group's DE&I promotion activities will be announced through the company's website.

