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TonenGeneral Sekiyu K.K. Selected as KENKO KEIEI Brand for two consecutive years

TonenGeneral Sekiyu K.K. (“TonenGeneral” herein) announces its selection for the second consecutive year by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange as a “Brand of Companies Enhancing Corporate Value through Health and Productivity Management (KENKO KEIEI Brand)”.

Under this program, enterprises that focus on and strategically carry out efforts with regard to their employees’ health from the viewpoint of management are selected for introduction from among listed companies in designated industries. It is expected that these companies’ efforts will vitalize business organizations including enhancing employees’ vitality and productivity, leading to improving enterprises’ performance as well as stock prices.

At TonenGeneral, we believe that the management of health, along with attention to safety and the environment, is the foundation for the continuation of business and development of society, and we have implemented a number of initiatives to that end based on our policy that a healthy workforce is essential to the success of our business activities.

TonenGeneral was selected in recognition of the following initiatives regarding health and productivity management (KENKO KEIEI*).

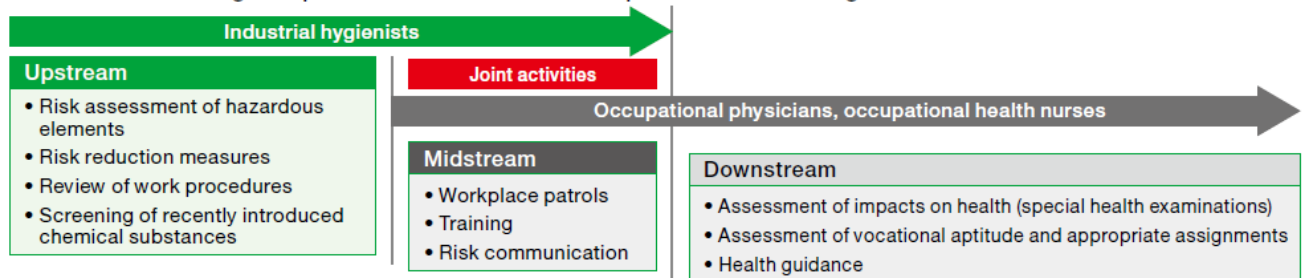
1. Commitment of top management and establishment of a health management framework
 - Strong leadership to promote workplace health initiatives by top management
 - Clear Health Policy thoroughly rooted in the Group’s culture
 - Continuous improvement following the PDCA cycle based on our Operations Integrity Management System (OIMS)
2. To prevent occupational illness, the Industrial Hygiene (IH) Department, including industrial hygienists, and the Occupational Health (OH) Department, including occupational physicians and occupational health nurses, have closely collaborated for over fifteen years in their respective fields
 - Health disorder factor assessment and implementation of initiatives to lower impacts on health
 - Risk-based special screenings voluntarily implemented in addition to legal requirement
 - Occupational health training to disseminate work health initiatives

3. Medical examination subsidy system and practical utilization of results
 - Subsidy system for complete medical examination for employees over 35 years old
 - Health guidance by occupational physicians and nurses after medical examination, and evaluations of medical fitness before assigning employees to job categories involving relatively high workload or health risks
4. Enhancement of mental health initiatives
 - Mental health education programs, face-to-face health education for new employees
 - Support for employees returning to work after mental health-related leaves of absence in cooperation with the attending doctor, supervisor, occupational physician, and human resources personnel
 - Continuous follow-up system for employees after returning to work after mental health-related leaves of absence
5. Personnel systems and programs that support work-life balance
 - Promote paid vacation use resulting 92.3% of annual paid vacation taken in 2014
 - Average overtime per month was 19.2 hours per person in 2014

We will continue our efforts to maintain the health of our employees in all of our business operations.

* "KENKO KEIEI" is a registered trademark of the Workshop for the Management of Health on Company Employee.

• Collaboration among our specialist staff in the three occupational health management functions



KENKO KEIEI Brand symbol logo designed by METI

[The official language for TonenGeneral Sekiyu's filings with the Tokyo Stock Exchange and Japanese authorities, and for communications with our shareholders, is Japanese. We have posted English versions of some of this information on this website. While these English versions have been prepared in good faith, TonenGeneral Sekiyu does not accept responsibility for the accuracy of the translations, and reference should be made to the original Japanese language materials.]