

Press Release



TOKAI TOKYO FINANCIAL HOLDINGS, INC.

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(8616; PRIME Market, PREMIER Market)

July 1, 2024

Re: Base Salary Increase

We, Tokai Tokyo Financial Holdings, Inc., are pleased to announce that effective July 2024, we will raise the salary bases of all full-time, and temporary employees who have been continuously employed. We conduct the base salary increase for two fiscal years in a row.

By implementing this salary raise, we will strive to strengthen our competitiveness in attracting human resources, promote employee engagement, and improve customer service.

1. Raising salary levels

- 1) Applicable staff: Approximately 2,900 of full-time employees and continuously employed temporary employees
- 2) Rate of increase: Approximately 3.67%
- 3) Implementation date: July 2024

	Reference: Previous year	This year
Job-based Salary	about +2.48% of the FYE Mar. 2023 aggregate Job-based salaries	about +3.67% of the FYE Mar. 2024 aggregate Job-based salaries
Starting salary (After the increase)	+4,000 yen/month (254,000 yen/month) Applicable to those joining us as new graduates in 2024 and later	+11,000 yen/month (265,000 yen/month) Applicable to those joining us as new graduates in 2025 and later

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