



October 7, 2019

FOR IMMEDIATE RELEASE

Company name	Resorttrust, Inc.
Representative	Ariyoshi Fushimi, President
Code	4681, First Section of the Tokyo and Nagoya Stock Exchanges

Resorttrust, Inc. Recognized as Excellent Company Selected Among Aichi Shining Women Companies

Resorttrust, Inc. (“the Company”) has been recognized by the Aichi Prefecture “Aichi Shining Women Companies” Awards Selection Committee for its efforts to promote active participation of women in the workplace. The Committee has selected the Company as an Excellent Company from among the “Aichi Shining Women Companies” in recognition of the excellent efforts that deserve to be a model for other companies to follow.

Aichi Prefecture certifies the companies making proactive efforts for the promotion of active participation of women in the workplace as “Aichi Shining Women Companies.” Such efforts include the expansion of employment opportunities for women and the promotion of women to managerial positions as well as the establishment of comfortable working environment. For the current fiscal year, from among 570 certified companies (as of September 2019), five companies including the Company have been selected as excellent companies that deserve to be appropriate models for other companies to follow.



The reasons why the Company has been selected as an Excellent Company from among the “Aichi Shining Women Companies” are as follows:

- Effective initiatives have been implemented by establishing a system to promote active participation of women with the President acting as leader and having promotion members in each department carry out measures from on-the-ground perspectives.
- As a result of the introduction of awareness-raising training and one-day promotion training (chief level) for female employees and managers to expand the pool of candidates for managers, the ratio of female managers has increased, and other effective outcomes have been achieved in the promotion of women and the expansion of their occupational fields, including allocation of female managers to all occupational fields.
- Unique babysitting system and short-term paid childcare leave system are in place, in addition to the systems of childcare leave and shortened working hours that provide longer leave than legally required.
- In order to ensure smooth return to work for childcare leave takers, four-person meetings with supervisors and personnel representatives, etc. have been held, and other proactive efforts have been made to support balance between work and caregiving.

The Group regards active participation of women in the workplace as a management issue that is essential for the development of the Company’s business and has been making efforts from a variety of aspects for establishing an environment where women can continue to shine, such as fostering awareness of active participation of women and supporting balance between work and childrearing.

Going forward, towards the realization of “Excellent Hospitality Group,” which is our management philosophy, the Company will make efforts to achieve diversity, aiming to become a company where a variety of human resources including women can actively participate in the workplace, regardless of gender, age, nationality or disability.