



February 9, 2016

To whom it may concern:

Company Name: MEC COMPANY LTD.
Representative: President & CEO Kazuo MAEDA
(Securities code: 4971)
Contact: Corporate Communication Office Head
Yoshihiro SAKAMOTO
(TEL +81-(0)6-6414-3451)

**Approval for “Declaration on Action”
by a group of male leaders who will create “A Society in which Women Shine”**

MEC Co., Ltd. (President & CEO Kazuo Maeda) agrees with the “Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine,” which the Cabinet Office is supporting. We hereby announce the details.

“Declaration on Action” by a group of male leaders who will create “A Society in which Women Shine”
In the wake of the "Council for Helping Women to Shine," which was held in the Prime Minister's official residence on March 28, 2014, leaders in various circles have been spreading a movement to help women who are shining or trying to shine.

Amid such circumstances, male leaders of companies that are actively engaged in helping women to succeed have formulated a Declaration on Action: Council for Helping Women to Shine. It is based on the three pillars of “Taking actions and sending messages ourselves,” “Disrupting the status quo,” and “Developing networking.”

Currently, more than 60 management leaders of companies and organizations have agreed to this declaration.

Website of “Declaration on Action” for Council for Helping Women to Shine

http://www.gender.go.jp/english_contents/mge/declaration/index.html

Since our company’s inception in 1969, we have had the policy of actively hiring the necessary human resources. And one element of our Charter of Corporate Behavior also states “MEC Group shall respect the diversity, personality and individuality of employees and provide them with safe and ideal working environments to realize affluent and rich personal lives.”

In the future also, each and every one of our members will aim to achieve goals, without fear of failure. By devising new methods and making improvements with a curious mind, we will create an environment in which our members can fully demonstrate their various abilities regardless of their nationality, gender, age, or disability, and promote diversity.

(Efforts of MEC Co., Ltd.)

<http://www.mec-co.com/en/csr/csr-effort/>