

## Promoting Diversity



### Initiatives for active participation of female employees

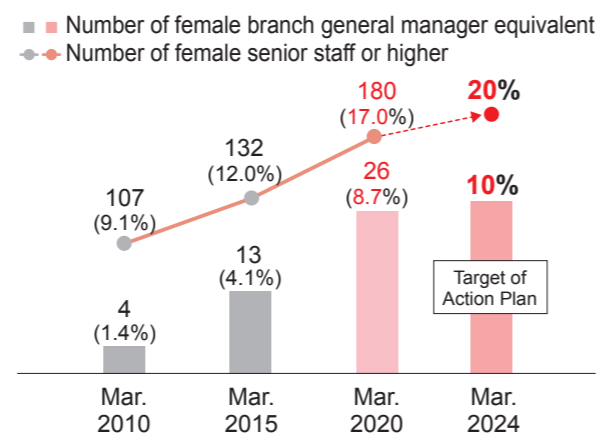
As part of efforts to promote active participation of women, we are taking initiatives to create equal job opportunities for both men and women, offering seminars for female bank employees ahead of life events, and providing opportunities for long-term career planning. In order to create a workplace that allows women to continue their career paths, we extended the period of childcare leave up to the month immediately preceding the month in which their child turns 3 years old, and made it possible to work reduced hours starting from three hours a day, with the aim of enhancing system and environment. We also put in place a consistent support structure for those taking a childcare leave, by enhancing interviews during the period of childcare leave and providing internet learning tools and offering support for self-development during the period of childcare leave.



Cooking lessons for dads

Furthermore, we are proactively engaged in initiatives for participation by male employees in childcare, as we believe that cooperation of family members is essential for active participation of women in the workplace. We recommend male employees to take "paternal leave," and hold events such as "workplace experience tours" and "cooking lessons for dads" for male employees and their children, in order to deepen the understanding of childrearing in the workplace and to increase opportunities for men to participate in childcare. In addition, we hold "Mom and Dad Meeting" for couples raising children, providing opportunities to share issues and information about childrearing and discuss how to keep a good balance between work and childcare. Through such measures, we are working to improve the ratio of female employees in managerial posts by enhancing their own awareness of career planning and creating a workplace that allows for active participation of women.

#### Number of females in managerial posts and targets



### Employment of persons with disabilities

Hyakugo Group has adopted the special-purpose subsidiary program, which pays special attentions to the employment of persons with disabilities. Hyakugo Kanri Service Company Limited, a special-purpose subsidiary, sets forth under its medium-term management plan a goal of "taking on challenges to develop a workplace where everyone can continue to work with a sense of stability and peace of mind." By setting targets to achieve both operational development and workplace improvement, the company is developing operations to enable persons with disabilities to actively participate in the workplace, and revising personnel system to improve a worker-friendly environment. In addition, the company proactively provides employment know-how through lectures and tours, taking initiatives to promote employment of persons with disabilities in the region. In January 2020, the company was certified as a "company promoting active participation of persons with disabilities" by the Japan Association of Employers of Persons with Disabilities for the first time in Mie Prefecture, and for the first time in Japan as a special-purpose subsidiary of a regional bank, in recognition of its progressive initiatives including flexible time management and acquisition of leave, welfare benefits, and career development.

First in Mie Prefecture!  
First regional bank!

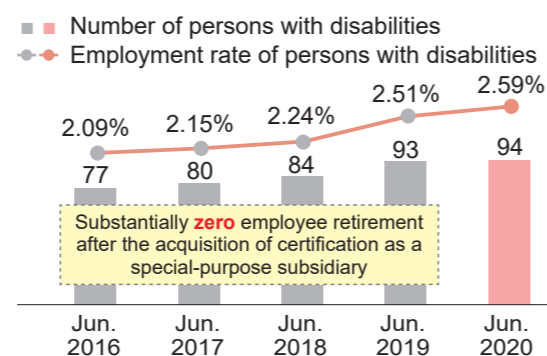


Certified as a "company promoting active participation of persons with disabilities"



Offering employment know-how

#### Number/employment rate of persons with disabilities



The Bank group will continue to proactively make a group-wide effort to promote the employment of persons with disabilities.

## Implementing healthy management practices

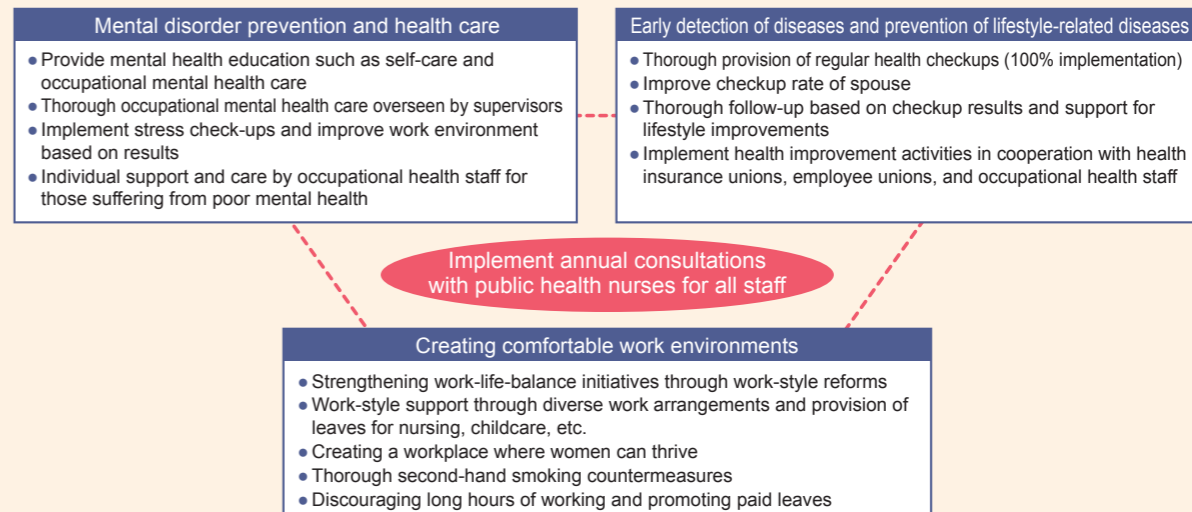
### Hyakugo Bank Health Declaration

Based on the belief that the physical and mental health of our employees and their families is essential for the Bank to permanently develop and contribute to the regional community, the Bank formulated the Hyakugo Bank Health Declaration in September 2017.

- (1) Mental Health (prevention and care of mental illness)
- (2) Physical health (early detection of diseases and prevention of lifestyle-related diseases)
- (3) Occupational health (creating comfortable work environments)

We are working to achieve healthy management with three pillars of important health measures.

#### Summary of major health measures



#### Specific initiatives

- Promotion of Shima City Kurort
- Full smoking ban on premises
- Walk to get healthy! Launch of 105 Walking Championships



Signed a memorandum regarding a comprehensive partnership to promote Shima City Kurort

- (1) Using Shima city's kurort project to promote employee health
- (2) Taking action to improve healthy management and invigorate the region in partnership with Shima city



Simple participation via smartphone!  
Individual and team rankings

Walking championships using a smartphone app

Participants	Approx. 1,000
Average steps per day	7,383

### Certified as Health & Productivity Management Outstanding Organizations Recognition Program—White 500

In recognition of various initiatives to achieve healthy management, in March 2020, the Bank was certified by the Ministry of Economy, Trade and Industry, and NIPPON KENKO KAIGI, as an organization engaged in outstanding health management under the "2020 Certified Health & Productivity Management Outstanding Organizations Recognition Program (large enterprise category)—White 500" for the third year in a row.

