

Basic Policy

Strengthening Management Foundation

Key Strategy

Human Resources Strategy, Governance Strategy, Organizational Strategy

Hyakugo Bank Group strives to meet stakeholders' expectations by strengthening its management foundation and enhancing its corporate value.

Human Resources Strategy

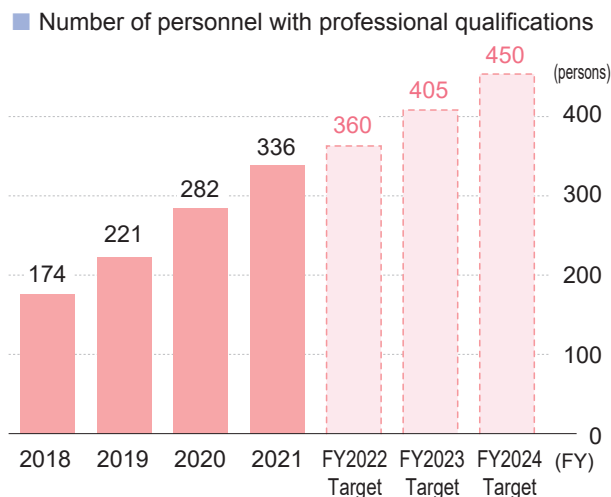
By focusing on the early training of young employees to become frontline-ready and the development of consulting and digital personnel, Hyakugo Bank Group aims to develop professionals who will be of service to the region.

Development of Consulting Personnel

Hyakugo Bank Group will work on the development of consulting personnel who possess the kind of expertise that is essential to the Group's aim to be a Green & Consulting Bank Group.

Until March 31, 2022, our goal was to have a total of 300 personnel who have any of three qualifications: 1st Grade Financial Planner, CFP, or SME consultant qualifications. Since then, we have added four more eligible qualifications, namely certified tax accountant, certified social insurance consultant, securities analyst, and CIA (Certified Internal Auditor), and our new aim is to reach a total of 450 qualified personnel with at least one of these seven qualifications.

While aiming for establishing a framework in which one in five employees holds professional qualifications, we will also strive to develop consulting personnel who are capable of responding to customers' real needs. We will adopt a variety of initiatives to achieve this, including enhancing our practical training schemes, promoting personal development, and dispatching staff to train in different industries.



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Development of Digital Personnel

Hyakugo Bank Group develops digital personnel to respond to financial DX. In FY2021, all employees participated in video training to gain a basic knowledge in financial DX. In addition, we established a business app development experience course to provide experience-oriented financial DX experience, and approximately 350 employees tried app development.

In FY2022, we started to encourage employees to take the IT Passport Examination, a national examination, for them to acquire more specific knowledge. Specifically, we plan to build a framework of 500 employees with IT Passport certification during the current Medium-term Management Plan, in our goal to enhance digital literacy at the Bank.

In addition, we will strive to develop digital personnel who are capable of responding to financial DX by conducting new training programs that help employees acquire the skills to leverage statistical data through actual operations as well as encouraging them to learn specialized skills through various training programs and secondment to external organizations.

