

Closeup

Employment of Persons with Disabilities



We will promote initiatives that will serve as a model case for the employment of persons with disabilities and create workplace environments where they can continue to work with peace of mind.

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Certified as a special-purpose subsidiary of a regional bank in 2016, Hyakugo Group company, Hyakugo Kanri Service, employs a large number of persons with disabilities. Looking ahead to 10 or 20 years from now, we are focusing our efforts on finding new jobs and developing human resources and skills, and we are working to serve as a model case for the employment of persons with disabilities in Mie Prefecture.

Certified as a special-purpose subsidiary in 2016
Developing an environment where persons with disabilities can work with peace of mind

Hyakugo Kanri Service was established in 1985 as a Hyakugo Group company to provide archiving and administrative services for the Bank's documents, slips, etc. In February 2016, it became the first company of any of the regional banks with head offices in the three prefectures of the Tokai region to obtain certification as a special-purpose subsidiary.

Special-purpose subsidiaries are subsidiaries that give special consideration to the employment of persons with disabilities to promote stable employment for persons with disabilities. Accommodations made by Hyakugo Kanri Service for their employees with disabilities include the provision of barrier-free facilities, rest spaces, and a shuttle bus service. We also have many full-time instructors, including in-house workplace adaptation aides (job coaches) and vocational counselors for persons with disabilities. We currently have 28 persons with disabilities working for us (as of

June 1, 2024), which accounts for one-third of Hyakugo Bank Group's employees with disabilities. This number contributes significantly to the Group's achievement of its legally mandated ratio of workers with disabilities.

When we first started as a special-purpose subsidiary, to obtain wide recognition within the prefecture, I made the rounds of the prefectural government offices, labor bureaus, and other relevant offices, and asked them to introduce our initiatives to many companies in the prefecture. In December 2020, the Bank became the first company in Mie Prefecture to receive "MONISU" certification as an outstanding business making efforts to hire persons with disabilities.

Providing a "place to belong" where employees can continue to work with peace of mind and a "place to shine" where they can play an active role

At Hyakugo Kanri Service, we refer to our employee who have disabilities as "challenged." This is a term that

gained currency in the United States. It conveys the meaning of a "person who takes on challenges with a positive attitude."

We place efforts into providing a workplace environment in which both disabled and non-disabled people can work without discrimination and into human resources development so that they can keep working until retirement age. I believe that one of the most important elements of hiring persons with disabilities is to provide them with "a place to be" and a "place to shine." It is crucial that we provide a workplace where persons with disabilities can keep working with peace of mind, that is, a "place to belong," and situations in which they can shine with their own active participation, that is, a "place to shine." The basic strategies that we engage in are the "creation of work that will let the challenged shine," the "establishment of workplace environments where the challenged can keep working with peace of mind and stability," and "support for career development for the challenged."

The workplaces for our challenged workers are the head office of Hyakugo Kanri Service and our Iwata Branch Office, which is located in the Iwata Head Office Building of Hyakugo Bank. At the head office location, they are engaged in the archiving of banking slips and other documents, shredding and disposal of documents, retrieval and delivery of pamphlets, slips, and other documents required by the branches, production of rubber stamps for administrative use, and image filing, involving



the digitization of collected slips and administrative materials. At the Iwata Branch Office, our workers print business cards, leaflets used at bank branch counters, training materials, and other documents, and perform data entry tasks. Data entry can be performed continuously for long periods of time, producing large volumes of data accurately.

In September 2022, we launched a new closed-loop paper recycling initiative as part of our efforts to promote the SDGs. Previously, our work had only extended to handing over documents whose archival periods had expired to waste disposal operators. We have now created a system whereby the processed waste paper is recycled into toilet paper by a paper manufacturer, and that toilet paper is put to use at Hyakugo Bank branches and head-quarters. In March 2024, we donated some of this toilet paper to 20 special needs education schools in Mie Prefecture, from which many of our employees have graduated, and since April, it has been presented as complimentary gifts to Hyakugo Bank customers.



To create a workplace environment where people can keep working with peace of mind
Taking the initiative to solve issues

The legally mandated ratio of employees with disabilities was raised from 2.3% to 2.5% in FY2024, and it will be gradually raised to 2.7% by July 2026. As of June 2023, the Hyakugo Bank Group's ratio, at 3.01%, exceeds the legally mandated ratio. However, the legally mandated ratio is expected to rise further in the future, so we are considering ways of expanding our employment of the challenged, including the diversification of recruitment methods, the development of new operations, and measures to retain our workers.

One issue faced by special-purpose subsidiaries is how to address the aging of the population. Persons with intellectual disabilities tend to experience cognitive decline after the age of 40, and it sometimes happens that they suddenly become unable to perform tasks one day that they were able to do just the day before. The majority of our challenged workers are still in their twenties, and we will engage in human resources development and skills development to support their career development, so that they can keep working until retirement age.

Heartful Net Mie, a network that Hyakugo Kanri Service helped to found in May 2023, counts among its members other special-purpose subsidiaries and administrative agencies in the prefecture. With the aims of promoting employment of persons with disabilities and the improvement of employment know-how, we hold regular tours and information exchange meetings for this network, and we hope to further expand the circle of the network.

Looking ahead, Hyakugo Kanri Service will demonstrate leadership as a special-purposes subsidiary of the Hyakugo Bank Group and continue to take the lead in various initiatives so that we may serve as a model case for the employment of persons with disabilities in the region.

