

Initiatives for ESG/SDGs

- The Bank will implement the 13 management strategies set out in the Medium-term Management Plan as initiatives for ESG/SDGs and practice sustainable management.

The Bank's basic stance towards SDGs



The Hyakugo Bank Group SDGs Policy

(Hyakugo Bank Group Sustainability Policy)

The Hyakugo Bank Group will contribute to the achievement of a sustainable society by setting the SDGs as important indicators for both the resolution of regional social challenges and achievement of economic development, and linking these SDGs to the Group's corporate activities.



As a regional financial institution

























Achieving a sustainable regional society

Playing a role to promote SDGs in the region

Organization to promote SDGs

Establish the SDGs Promotion Committee as a meeting structure

Relationship between Priority Issues, Action Policy and SDG targets

Priority issues	Action policy	SDGs
Protecting global and regional environments	<ul style="list-style-type: none"> Contribute to realization of a sustainable global environment by supporting businesses leading to environmental preservation and a reduction in environmental burdens Undertake forest preservation and energy-saving activities to help preserve the regional environment and raise awareness 	     
Creating regional economy	<ul style="list-style-type: none"> Offer financial services meeting varied challenges and issues of customers, and contribute to creating regional economy Offer advanced financial services, support local companies to enhance value-added and help customers to accumulate quality wealth 	    
Sustainably developing regional societies	<ul style="list-style-type: none"> Sensitively clarify issues and needs of regional societies, and contribute to their sustainable development through business and community activities Actively committed to education of children that will be responsible for the next generation, and contribute to the achievement of vital regional societies 	      
Promoting Diversity	<ul style="list-style-type: none"> Maximize personnel potential based on a work environment having diversity and inclusion, and seek to improve employment satisfaction Contribute to creating a society allowing diversified career formations 	  
Strengthening business management systems	<ul style="list-style-type: none"> Constantly review and enhance the risk management and compliance systems for higher transparency of corporate management 	



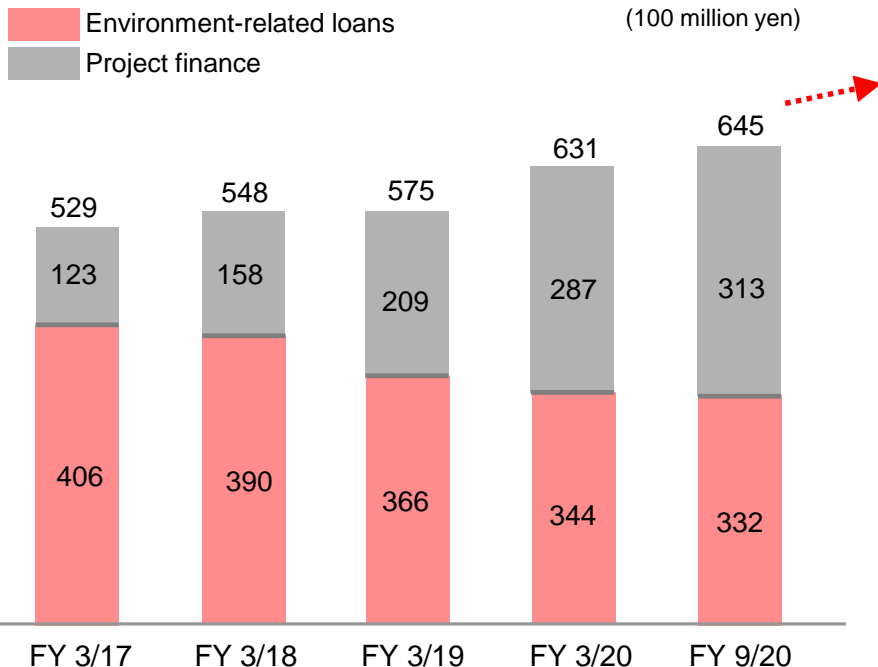
● Environment: Initiatives with higher environmental awareness



Initiatives from the perspective of fund supply (loans)

Trends in balance of renewable energy-related loans

Heightened awareness of environment consideration among companies



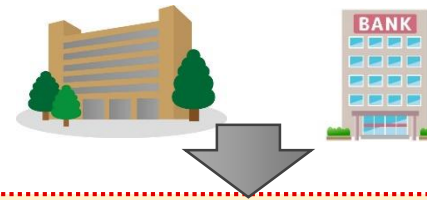
* Renewable energy-related loans are a sum of those for solar power, biomass, and wind power generation

Initiatives for outside parties for environment preservation

Seminar speaker at Mie Prefectural Environmental Learning and Information Centre

Mie Prefecture × Hyakugo Bank

Theme
SDGs for financial institutions



Work together with local public bodies to help people in the region deepen their understanding of commitments to SDGs

Internal environmental initiatives

Promoting forestation activities “Hyakugo Forest”

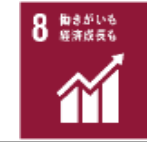
“Hyakugo Forest” started in 2006

The bank is engaged in forestation activities in Mie Prefecture





● Social: Initiatives for sustainable development of regional societies



Promoting Diversity

Creating workplaces of diversity and building an organization where workers are motivated and feel a sense of unity

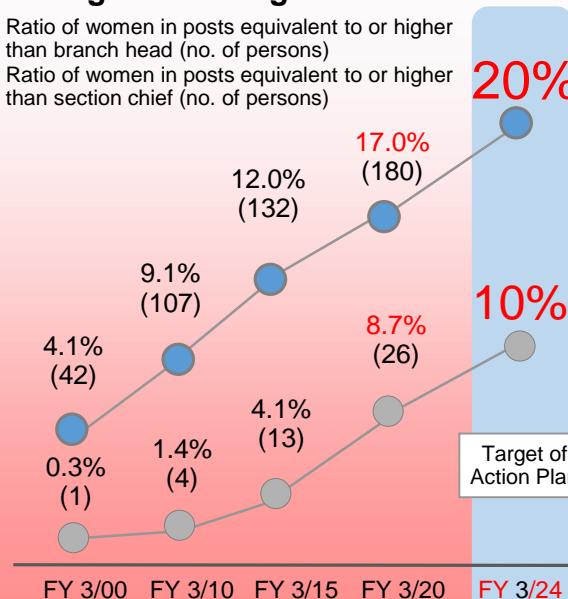
Launched training programs for female managers to gain management viewpoints

To promote female employees to management decision-making positions, launched **programs for female managers.**

Initiatives for women's empowerment

Trends in the number of female managers and targets

- Ratio of women in posts equivalent to or higher than branch head (no. of persons)
- Ratio of women in posts equivalent to or higher than section chief (no. of persons)



Website introducing the Bank's commitments



- Featuring:
- Women's empowerment, support for work-life balance
 - Employment of disabled persons
 - Support to balance work and nursing care/medical treatment
 - Work style reform

Develop a workplace climate that helps create new value added

Make the most of diversity for better management results

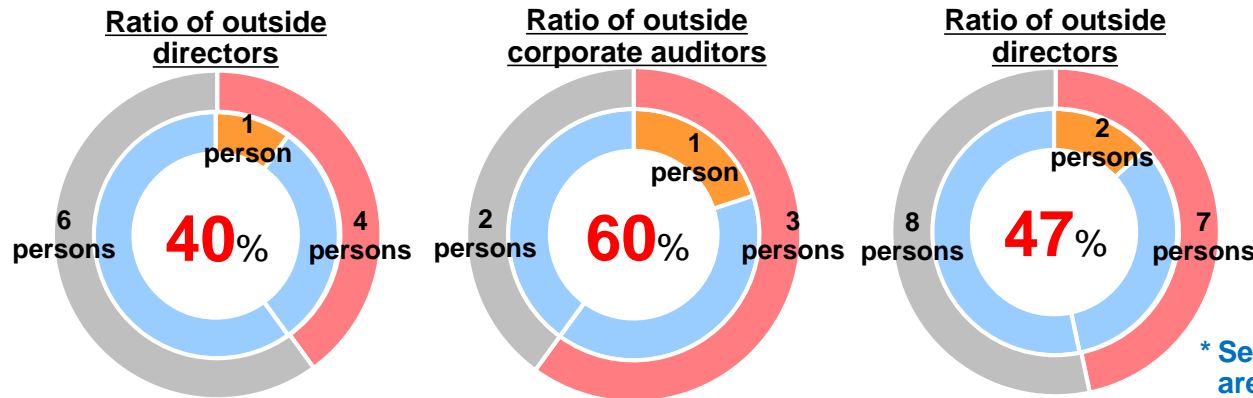
Send out information about the initiatives for women's empowerment to within and outside the bank



● Governance: Strengthening corporate governance

Strengthen corporate governance with selective and diversified outside directors and corporate auditors

Ratio of outside directors * As of Sept 2020 Outside (red) Inside (grey) Female (orange) Male (blue)



[Future policy]
A female outside director joined in June 2020. Seek further selection and diversification of outside directors and corporate auditors

* Seven outside directors and corporate auditors are all independent.

Strengthen governance with appropriate commitment and advice of outside directors and corporate auditors

Corporate governance meeting (non-mandatory nomination/remuneration committee)

Chairperson is elected from among **outside directors**

Title	No. of persons
Outside directors	4
Inside directors (representative director)	2
Total	6



[Functions]
Providing advice on the following matters to Board of Directors

- Matters concerning candidates for directors and auditors
- Matters concerning remunerations, etc. to directors
- Other significant matters concerning management

* The figures are as of September 2020.