



Response to Climate Change (Efforts Toward TCFD Recommendations)

Response to climate change is a common challenge imposed on society as a whole. For companies, in addition to initiatives for climate change, information disclosure to evaluate the effectiveness and objectivity of such initiatives has become an important management issue that requires proactive efforts by companies. The Bank Group announced its endorsement of the TCFD recommendations in December 2019, and has since proactively disclosed information on its initiatives for climate change in accordance with items of the TCFD’s disclosure recommendations.

Various policies, management plans, etc. related to responses to climate change

The Bank Group has incorporated items related to responses to climate change into “Chiba Bank Group Sustainability Policy” and various policies and management plans, and taken various measures.

Chiba Bank Group Sustainability Policy	The Chiba Bank Group Sustainability Policy states that we promote environmental initiatives including climate change throughout the entire Group.
Chiba Bank Group Declaration on SDGs	The Chiba Bank Group Declaration on SDGs stipulates that environmental protection is a key priority issue (materiality) to be dealt with, and various measures are being taken against climate change.
Chiba Bank Group Environmental Policy	Based on the recognition that addressing climate change risks is an important issue on the global environment, the Chiba Bank Group Environmental Policy states that the Group takes initiatives aimed at realizing a carbon-free society.
The 15th Mid-term Plan	GX (green transformation) is set as one of the value creation bases in the 15th Mid-term Plan, and initiatives for decarbonization are incorporated as an important strategy of the Mid-term Plan.

Sustainability Promotion Committee

Outline of the Sustainability Promotion Committee and details of responses to climate change discussed, deliberated and reported at the Committee are as follows.

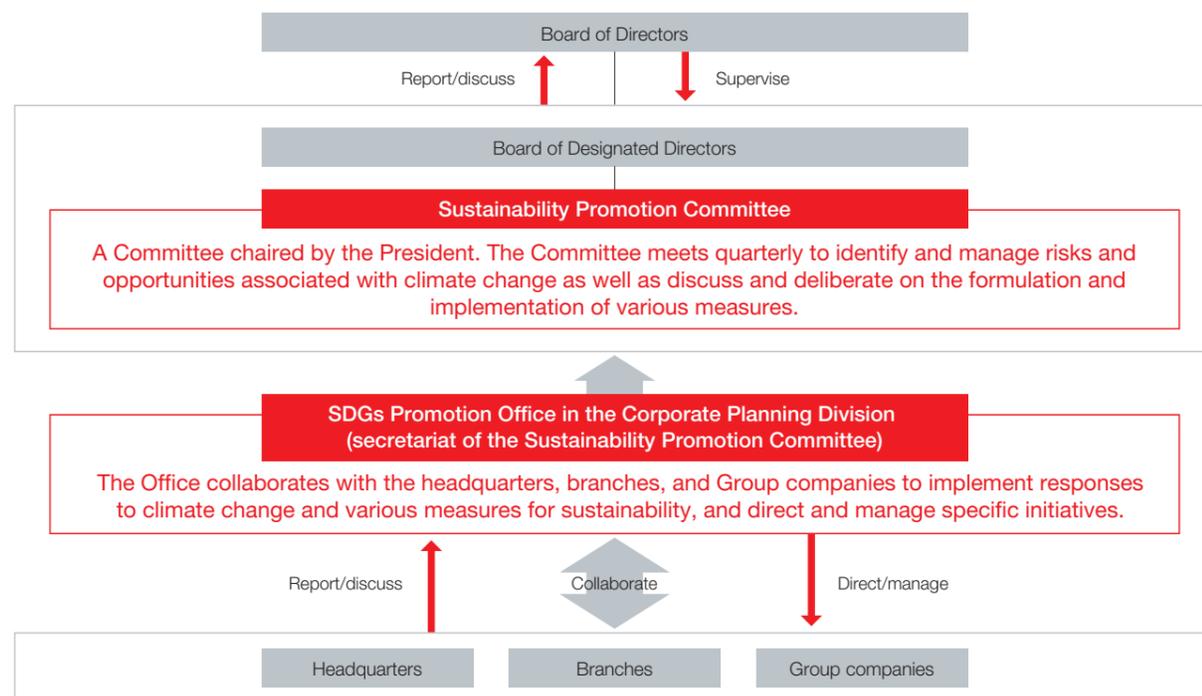
Composition	Chair	President
	Members	Executives participating in the Board of Designated Directors and general managers of the headquarters related to sustainability
	Observers	Outside Directors, etc.
Objectives	Formulation of activities and priority measures related to sustainability, and reporting on the status of initiatives	
Frequency of meetings	Four times a year (quarterly)	
Details	June 2023	Risks and opportunities/information disclosure related to climate change Establishment of Himawari Green Energy Co., Ltd. Sustainability initiatives in the 15th Mid-term Plan
	February 2023	Direction of disclosure regarding SCOPE 3 Protection of biodiversity and participation in the TNFD forum Initiatives for carbon neutrality in 2030
	November 2022	Status of initiatives for sustainable finance Decarbonization advisory services Initiatives for energy optimization for the new Head Office building
	August 2022	Progress status of CO ₂ emissions reduction in the Bank Group Progress of climate change risk management Compliance with the 2015 UK Modern Slavery Act/human rights initiatives at the Bank

Efforts Toward the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

Governance

Governance system

The Bank Group has built a flexible and solid governance system to identify and manage risks and opportunities associated with climate change.



Supervision by the Board of Directors

The identification and management of risks and opportunities associated with climate change, and formulation and implementation of various measures are discussed and deliberated by the Sustainability Promotion Committee on a quarterly basis. Discussions and deliberations in the Committee are periodically reported to the Board of Directors.

Key initiatives for risks and opportunities associated with climate change are determined at or reported to the Board of Directors after separate discussion by the Board of Designated Directors.



Strategy

Risks and opportunities associated with climate change

The Bank Group qualitatively analyzes risks (physical and transition risks) and opportunities associated with climate change over short- (less than five years), medium- (five to 10 years), and long-term (over 10 to 30 years) horizons. Specific risks and opportunities associated with climate change and their impact on the Bank's business, strategy, and financial plan are as follows.

Risks and opportunities	Specific risks and opportunities and their impact on the Bank's business, strategy, and financial plan	Time horizon*
Risks		
Physical risks		
Credit risk	Damage to the Bank's real estate collateral due to large-scale storm and flood	Short to long term
	Deterioration in business performance due to stagnation of business of financing customers as a result of their operations being hampered by large-scale storm and flood to their business locations	Short to long term
	Financing customers closing down their operations due to damage from sea level rises to their business locations	Long term
Operational risk	Interrupting or discontinuing our branch operation as a result of large-scale storm and flood	Short to long term
Transition risks		
Credit risk	Deterioration in business performance of financing customers as a result of revision to climate change laws and regulations and taxes	Medium to long term
	Deterioration in business performance of financing customers as a result of a failure to invest in decarbonization technologies or excessive investment burden in new technologies	Medium to long term
	Deterioration in business performance of financing customers as a result of decreased demand for traditional products and services	Short to long term
	Deterioration in business performance of financing customers as a result of rapid fluctuations in resource prices due to progress toward a decarbonized society	Medium to long term
Reputational risk	Drop in our share price and difficulties in raising funds as a result of the deterioration of the Bank's reputation due to its continued over-investments and loans in the fossil fuel sector	Short to long term
Opportunities		
Products and services	Profit increase due to initiatives for sustainable finances including renewable energy-related loans	Short to long term
	Profit increase from consulting services related to decarbonization support	Short to long term
	Profit increase due to increases in demand for funds driven chiefly by infrastructure investment for disaster countermeasures and business continuation	Short to long term
Cost reduction	Reduction of operation costs through high-efficiency operations such as saving of energy	Short to long term

* Short-term (less than five years), medium-term (five to 10 years), and long-term (over 10 to 30 years)

Initiatives for risks and opportunities associated with climate change

The Bank Group has identified and recognized risks and opportunities associated with climate change, and taken following measures as its main strategies.

CO₂ emissions reduction	<p>With the aim of realizing a carbon-free society, the Bank Group is striving to reduce its CO₂ emissions from its own emissions.</p> <p>Energy saving in buildings and introduction of environmentally-friendly vehicles into sales vehicles Introduction of electricity derived from renewable energy sources (facilities the Bank contracts) Establishment of Himawari Green Energy Co., Ltd., a subsidiary designed to function as a company involved in energy generation</p>
Support for decarbonization management	<p>We are engaging in various activities to support our customers' decarbonization management</p> <p>Support for introduction of greenhouse gas emissions measurement systems, etc. Decarbonization consulting Survey of greenhouse gas emissions using the ESG evaluation sheet Promotion of customer engagement through measurement of Financed Emissions</p>
Strengthen sustainable finance	<p>We have strengthened provision of financial support to customers through sustainable finance with a focus on environmental finance that will contribute to mitigation of and adaptation to climate change risks.</p> <p>Enhancing renewable energy-related loans such as support for construction of solar power generation facilities Provision of various loan products including green loans, sustainability linked loans, and Chiba Bank SDGs Leaders Loan Active investment in green bonds and sustainability linked bonds Setting target for the amount of sustainable finance</p>
Enhance climate change risk management	<p>We have selected items related to climate change as top risks and are strengthening risk management</p> <p>Selecting climate change/carbon neutrality responses as top risks, and implementing risk management directly linked to management such as by reporting to the Board of Directors, etc. Implementing credit management in accordance with the Policies on Loans to Specific Sectors Practicing comprehensive climate change risk management, primarily credit and operational risks</p>

Scenario analysis

The Bank Group analyzes resilience in its strategy, taking into consideration various climate change scenarios including a less than 2°C scenario.

As a result of our analysis based on each scenario, physical risks will be ¥7.0 to 8.0 billion and transition risks will be up to ¥30.0 billion over the analysis period (up to 2050). Considering the Bank's business performance (¥60.2 billion of profit attributable to owners of parent (consolidated)) and other factors, we recognize that these risks do not pose a significant concern to the sustainability of the Bank's business at this point.

We will strive to sophisticate our analysis methods for physical and transition risks associated with climate change on a continual basis, to manage risks, take appropriate countermeasures, and disclose information.

	Physical risks	Transition risks
Scenario	RCP4.5 scenario and RCP8.5 scenario (4°C scenario) of the Intergovernmental Panel on Climate Change (IPCC)	IEA's NZE scenario Net Zero 2050 and Below 2°C scenario of NGFS
Analysis target	The Bank's real estate collateral (only that for general lending) The Bank's financing customers (general business corporations)	Oil and gas and coal industries Electric utilities industry Steel industry Chemical industry (added in FY2022)
Analysis method	Analyze the amount of increase in net credit costs based on the deterioration of business performance of financing customers, calculated based on the damage to the Bank's real estate collateral as a result of typhoon, torrential rain and other storm and flood damage and the percentage of the Bank's building site submerged	Analyze the amount of increase in net credit costs due to changes in borrower classification by estimating the business performance and financial status of financing customers through 2050, based on the IEA's NZE scenario and other factors
Analysis period	Up to 2050	Up to 2050
Analysis result	Increase in net credit costs: ¥7.0 to 8.0 billion	Increase in net credit costs: maximum ¥30.0 billion

* The risk status and risk ratio of building use site were analyzed with the support of a weather information company Weathernews Inc.

Joining the Partnership for Carbon Accounting Financials (PCAF)

The Bank joined the Partnership for Carbon Accounting Financials (hereinafter "PCAF") in December 2022. PCAF is a global partnership that develops methods to measure GHG emissions of recipients financed by financial institutions through investments and loans.

By joining the PCAF, the Bank will utilize the knowledge and databases held by the PCAF to promote initiatives for measuring and disclosing GHG emissions of customers of investments and loans.





Risk Management

Risk identification and assessment

The Bank Group recognizes risks associated with climate change (physical and transition risks) as risks that have significant impact on the management of the Group, and has strengthened management of these risks after having identified and assessed their specific details by time horizon (short, medium, and long term). The Corporate Planning Division and the Compliance and Risk Management Division cooperate to identify and assess these risks, and report the analysis results at the Sustainability Promotion Committee and other meetings.

Top risk management

The Bank Group selects those risks surrounding our business that are highly significant in terms of impact and probability as “top risks” in the Board of Directors. In selecting and managing top risks, a risk map covering a wide range of risk events is produced and discussed, including by the outside directors and Group companies, after which a report is presented to the ALM Committee and the Board of Directors.

We select and manage “climate change/carbon neutrality responses” as one of top risks, to strengthen the management of risks associated with climate change.

Integrated risk management

The Bank Group assigns divisions to manage risks for each form of risk, and the Compliance and Risk Management Division centrally monitors these risks and discusses risk countermeasures. The Group Chief Risk Officer (CRO) reports the status of risks to the Board of Directors. In addition, to ensure an effective risk management system, the Audit and Inspection Division conducts audits to determine whether risks are appropriately managed and reports the audit results to the Board of Directors.

Risks associated with climate change are categorized into credit risk over borrowers’ business activities and operational risk in continuous operation of our branch locations, in light of the results of qualitative and quantitative analyses, and integrated into the above risk management system.

Formulation of Policies on Loans and stricter credit to specific sectors

The Bank Group has formulated and announced its Policies on Loans to Specific Sectors, which apply to industries that have a huge environmental and social impact. The Policies clarify the Bank’s approach to credit including lending to coal-fired thermal power plants.

Furthermore, we have established a stricter credit examination system in which we determine the lending for fossil fuel-related sectors that are considered to have a huge impact on global warming after receiving opinions of divisions in charge of SDGs.

Policies on Loans to Specific Sectors (excerpt)

1. Credit for Newly Established Coal-fired Power Plants
 In principle, we will not extend credit to newly established coal-fired thermal power plants. However, in cases where support from the Government of Japan, international development organizations, etc. can be confirmed, as an exception to the above policy, we may carefully consider credit support after taking into account the factors and the background of each individual project, such as power generation efficiency performance and environmental impact, with reference to international guidelines, etc.*
 * OECD Arrangement on Officially Supported Export Credit, etc.
 For full text of the Policies on Loans including those to other sectors, see our website:
https://www.chibabank.co.jp/english/corporate/policy/specific_sectors/

CDP climate change survey

The Bank obtained evaluation of “A-” in FY2022 climate change survey conducted by CDP*. The Bank obtained evaluation of “A-” for the second consecutive year following FY2021.

* An international non-governmental organization that collects, evaluates, and discloses information on the environment from companies, local governments, etc.

Metrics and Targets

Carbon Neutrality Declaration

The Paris Agreement came into effect in 2016 as an international framework on issues of climate change. The Agreement sets a common global long-term goal of keeping the global average temperature increase well below 2°C above pre-industrial levels and pursuing efforts to limit it to 1.5°C.

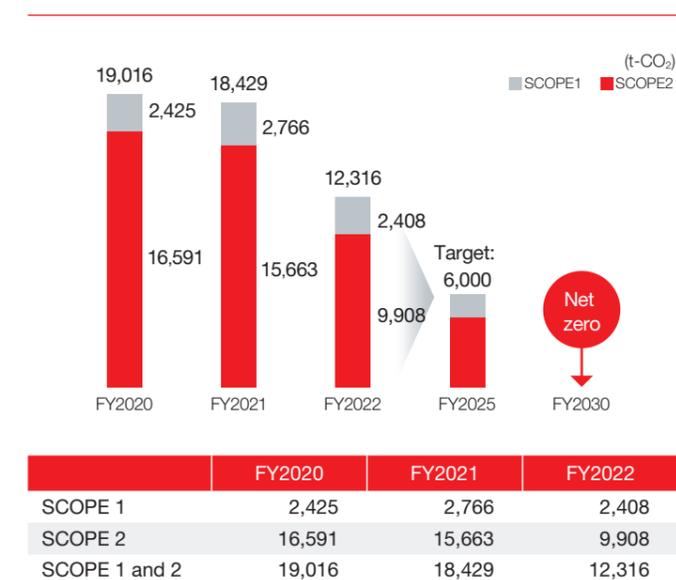
The Bank supports the Paris Agreement and announced its goal of “achieving net zero CO₂ emissions (SCOPE 1 and 2) by FY2030” in March 2022, and has been working on reducing CO₂ emissions.

CO₂ emissions (SCOPE 1 and 2)

CO₂ emissions in FY2022 was 12,316 t-CO₂, a decrease of 33.2% from the previous fiscal year. We will continue to promote energy saving measures such as replacing lighting with LED lighting and introducing environmentally-friendly vehicles. In addition, we are considering installation of a solar power generation plant for the Bank Group, utilizing Himawari Green Energy Co., Ltd., a subsidiary engaged in energy generation business, established in April 2023.

We will strengthen various initiatives for the achievement of our interim target (6,000 t-CO₂) for FY2025 and carbon neutrality in FY2030.

Changes in CO₂ emissions (SCOPE 1 and 2)



● Switching the electricity the Bank contracts to electricity derived from renewable energy sources

In October 2022, the Bank switched almost all electricity it directly contracts, excluding some low-voltage electricity, to electricity derived from renewable energy sources. This effort is expected to reduce the Bank Group’s CO₂ emissions by approximately 60% compared to the FY2021 level.

● Obtaining third-party assurance

In measuring and disclosing our CO₂ emissions, we have obtained independent third-party assurance from SOCOTEC Certification Japan for emissions in FY2021 (18,429 t-CO₂) and FY2022 (12,316 t-CO₂) to ensure reliability of the figures.

We will continue to conduct third-party verification to ensure highly reliable information disclosure.

Response to Climate Change (Efforts Toward TCFD Recommendations)



CO₂ Emissions (SCOPE 3)

	FY2020	FY2021	FY2022
Category 1 (Purchased goods and services)	—	—	8,926
Category 2 (Capital goods)	—	—	18,081
Category 3 (Fuel- and energy-related activities not included in SCOPE 1 or 2)	—	—	2,242
Category 4 (Upstream transportation and distribution)	—	—	1,297
Category 5 (Waste generated in operations)	—	—	2,529
Category 6 (Business travel)	540	575	562
Category 7 (Employee commuting)	1,590	1,391	1,436
Category 13 (Downstream leased assets)	—	—	3,805
Category 15 (Investments*)	—	6,315,148	12,622,906

Breakdown of SCOPE 3 Category 15 (FY2022)

	Carbon intensity (t-CO ₂ /¥ million)	Emissions (t-CO ₂)
Agriculture	5.30	136,148
Paper and forestry	3.42	170,625
Beverage and food	3.78	499,479
Metals and mining	10.26	1,776,486
Chemicals	4.90	450,184
Oil and gas	7.50	76,030
Construction materials and capital goods	5.12	555,363
Automobiles	4.44	45,657
Electricity	29.08	678,320
Real estate management and development	0.68	462,983
Land transport	3.83	550,927
Marine transport	16.77	267,452
Air transport	12.14	27,555
Others	2.60	6,925,696
Total	—	12,622,906

* For FY2021, only those companies that disclosed emissions, mainly listed companies, were measured. For FY2022, the scope of measurement was expanded, and estimate values were used for companies whose emissions were not measured or not disclosed. Loan amount of approximately ¥7.0 trillion (approximately ¥1.5 trillion in FY2021) for companies measured is equivalent to 86.9% of loans to general business corporations, public, and individual business owners.

The Bank has measured and disclosed CO₂ emissions in SCOPE 3 category 15 since FY2021, and expanded the scope of measurement in FY2022. We will continue to expand the scope of measurement through utilization of PCAF database and other resources, while supporting our customers' efforts for decarbonization, and strive to reduce CO₂ emissions in SCOPE 3 category 15 to achieve a decarbonized society in 2050.

Roadmap for carbon neutrality

(fiscal year)	2019	2020	2021	2022	2023	2024	2025	2026	...	2030		
SCOPE 1 and 2	18,783	19,016	18,429	12,316	Interim target 6,000	0		
The Bank's Initiatives	Announced our endorsement of the TCFD recommendations (December 2019)											
	Implementation of energy saving measures (such as replacing lighting with LED lighting) and introduction of environmentally-friendly vehicles into sales vehicles											
	Establishment of Chiba Bank Group Environmental Policy											
	Establishment of SDGs Promotion Office, FY2030 Carbon Neutrality Declaration, and endorsement of GX League											
	Switching the electricity the Bank contracts to electricity derived from renewable energy sources											
	Joining PCAF, management of the Chibagin Forest, and third-party verification of CO ₂ emissions											
	Established Himawari Green Energy Co., Ltd.											
	Installation of a solar power generation plant for the Group											
Consideration of switching the electricity contracted with other companies to electricity derived from renewable energy sources												
(fiscal year)	2019	2020	2021	2022	2023	2024	2025	2026	...	2036	...	2050
SCOPE 3 (category 15)	—	—	6,315,148	12,622,906	Strengthen initiatives for carbon neutrality in 2050							Realization of a decarbonized society
Support customers' decarbonization	Introduction of sustainable finance products (SDGs Leaders Loan, SDGs Friends Loan, etc.)											
	Provision of decarbonization consulting services											
	Start measuring CO ₂ emissions in category 15 ⇒ gradually expand the scope of aggregation											
	Start operating ESG evaluation sheet											
Provision of the Bank's unique CO ₂ emission measurement tools												

Promotion of sustainable finance

The Bank Group regard the type of investments and loans where proceeds are used to solve environmental and social issues as "sustainable finance," and have strengthened our initiatives.

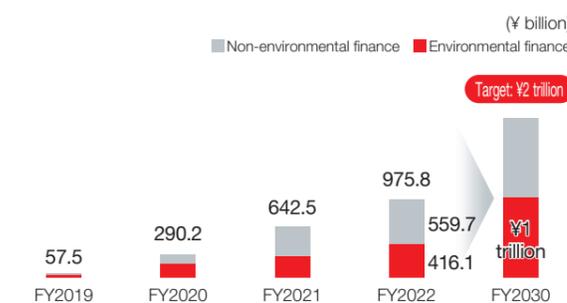
Key examples of sustainable finance	
● Sustainability linked loans	● Renewable energy-related loans
● Green loans	● Project finance for creating social infrastructure
● Positive impact finance	● Funds for environmentally-friendly houses (Sustainable Housing Support Discount)
● Chiba Bank SDGs Leaders Loan	● Environmentally-friendly renovation funds (renovation loan)
● Chiba Bank SDGs Friends Loan	● Funds for purchasing environmentally-friendly vehicles (car loans)
● Chibagin SDGs Private Placement Bonds	● Fixed income investment such as green bonds, sustainability linked bonds

Target for the amount of sustainable finance and its results

The Bank sets the target of ¥2 trillion of the amount of sustainable finance from FY2019 to FY2030 (of which target for the amount of environmental finance ¥1 trillion).

The amount of sustainable finance that has executed by FY2022 (fiscal year ended March 31, 2023) is ¥975.8 billion (progress rate 48.8%), and that of environmental finance in it is ¥416.1 billion (progress rate 41.6%).

Cumulative amount of sustainable finance



	Target amount (FY2019 to FY2030)	Actual amount [progress rate] (FY2019 to FY2022)
Sustainable finance	¥2 trillion	¥975.8 billion [48.8%]
Of which environmental finance	¥1 trillion	¥416.1 billion [41.6%]

Status of carbon-related assets

Based on the revision of the TCFD recommendations in October 2021, we have expanded the target sectors for carbon-related assets to include the energy*, transportation, materials and buildings, and agriculture, food, and forest products sectors. The loans, acceptances and guarantees, foreign exchange, and private placement bonds (hereinafter the Loans, etc.) for the carbon-related assets account for around 36.4% of the Bank's Loans, etc. as of March 31, 2023.

Loans, etc. for the carbon-related sector based on the conventional definition of carbon-related assets account for 1.4% of the Bank's Loans, etc. Of which, Loans, etc. for coal-fired power generation account for 0.1% of the Bank's Loans, etc., and credit for coal-fired power generation is scheduled to be zero by the end of March 2037.

* Oil, gas, and electric (excluding renewable energy business) utilities

Initiatives to preserve natural capital

Participation in the Taskforce on Nature-related Financial Disclosures (TNFD) Forum

In order to realize a sustainable society, the conservation of natural capital including biodiversity is becoming increasingly important, in addition to responses to climate change.

In February 2023, the Bank participated in the Taskforce on Nature-related Financial Disclosures (TNFD) Forum in support of the TNFD's initiatives. Through the participation in the TNFD Forum, we will contribute to the establishment of a framework for disclosing nature-related financial information.

Social Contribution Activities



As a regional financial institution, contributing to the local community and solving social issues are our important missions. The Bank Group has set a corporate vision of “an Engagement Bank Group that works closely with the community.” Through a variety of activities, we will work closely with the local community and contribute to their sustainable growth.

Main Initiatives

Donation to a scholarship program created by Chiba Prefecture

In March 2023, we donated ¥10 million to the Chiba Council of Social Welfare to support a scholarship program created by Chiba Prefecture and managed by the council. The program aims to secure learning opportunities for children who are forced to give up higher-level education for financial reasons, targeting former residents of such institutions as children’s homes. We decided to make a donation to the program because we found it conducive to our goal of “provision of social value,” in that the donation encourages children under social care* to be independent.



* Social care refers to a public responsibility to take care of children who cannot live with their guardians due to abuse or for other reasons.

Forest management activities for the Sixth Chibagin Forest

In October 2022, we launched forest management activities for the Sixth Chibagin Forest on Tsurigasaki Beach, located in Torami, Ichinomiya Town, Chosei-gun.

These activities strive to restore the coastal shelter forest, which has become sparse due to damage from pine weevils and tsunami caused by the Great East Japan Earthquake. We thus aim to enhance disaster mitigation effects at the time of tsunami and promote tourism by improving the landscape. Under Chiba Prefecture’s corporate forest program, the Bank has engaged in such forest management activities at five mountain forests and coastal shelter forests in Chiba Prefecture.

For the sixth forest, approximately 250 volunteers, mainly consisting of the Bank’s executives and employees, planted 7,350 black pine, tobira, and spindle trees. We will continue taking care of the trees, such as clearing underbrush regularly.



Selection as one of the FY2022 Characteristic Initiatives by Financial Institutions, etc. Conducive to Regional Revitalization

In March 2023, “Contribution to the Local Medical Care under the COVID-19 Pandemic - Donation of an ECMO Car and Utilization of the Bank’s Training Center -” was selected as one of the “FY2022 Characteristic Initiatives by Financial Institutions, etc. Conducive to Regional Revitalization” by the Secretariat to the Council for a Vision for a Digital Garden City Nation Realization, a council within the Cabinet Secretariat.

This award recognizes regional revitalization initiatives of financial institutions, etc. that are pioneering or involve collaboration with local governments, etc.

The Bank donated a cutting-edge ECMO car, developed by a local company, to Chiba University Hospital, and provided Chibagin Training Center to Chiba Prefecture for the purpose of using it as a temporary medical facility and recovery accommodation facility. Our initiatives were considered to have helped strengthen the regional healthcare system amid the prolonged impact of COVID-19.



Helping society by underwriting Chibagin SDGs Private Placement Bonds

Since FY2016, the Bank has been offering private placement bonds, where a part of the underwriting commission is donated. Such products have expanded in phases. For Chibagin SDGs Private Placement Bonds, offered since FY2022, a portion of the bond underwriting commission is donated to organizations or used to support companies, etc. of the bond issuers’ choice.

The total amount of donation-type private placement bonds and Chibagin SDGs Private Placement Bonds underwriting by March 31, 2023 was ¥91.7 billion, and the total amount of donation reached ¥156 million.

Title	Chibagin SDGs Private Placement Bonds				
	Mirai Hagukumi-type (former Private Placement Bonds for Regional Revitalization)	Sport Support-type (former Private Placement Bonds for Sports Support)	Healthcare Support-type (former Private Placement Bonds for Healthcare Support)	Environment-Friendly-type	Project Support-type
Donated to	Institutions managing a school, child welfare facility, facility for the disabled, etc.	Local government, athlete, sports team and other organizations, school, etc.	Medical corporation managing a hospital or other medical facility, etc.	Chiba Environmental Restoration Fund or organizations conducting environmental conservation activities	Exclusive project in “C-VALUE*” operated by Chibagin Market

* A purchasing-type crowdfunding website run by regional trading company Chibagin Market Co., Ltd.

Chiba Tournament of “Economics Koshien”

In December 2022, we jointly held the Chiba Tournament of the 17th National High-School Financial and Economic Quiz Championship “Economics Koshien” with the Chiba Kogyo Bank.

“Economics Koshien” is a quiz event intended to spread financial and economic education for high school students who will lead the next generation. The competition was held face-to-face for the first time in three years, where high school students across Japan competed in financial knowledge.

The Chiba Tournament saw 38 participants, or 19 teams, from five high schools in the prefecture. The winning team competed in the National Tournament held in February 2023.



Human Rights and Diversity



Human rights are common universal rights everyone is born with. In the Bank Group, not only executives and employees but also customers and suppliers are working on respect for human rights.

For the promotion of diversity, executives and employees unite to support the employment of women and promote female employees as well as enlighten employees on diversity under the strong leadership of the management.

Initiatives for Respecting Human Rights

Human Rights Policy

We established the Chiba Bank Group Human Rights Policy in November 2020.

The policy states that the Bank Group respects the human rights of all executives and employees to provide a suitable working environment, and will not tolerate discrimination, harassment, or human rights violation based on race, gender, nationality, etc. The policy also asks our customers and suppliers to respect, and not infringe, human rights.

For details of the Chiba Bank Group Human Rights Policy, see our website:
https://www.chibabank.co.jp/english/corporate/policy/human_rights/

Corporate Code of Conduct

We declared the Chiba Bank Group's Corporate Code of Conduct in April 2021.

This code of conduct states the basic policy for carrying out ethical and responsible corporate activities as the Chiba Bank Group, which is a "company" to be a part of society and a "bank" to take social responsibility and public mission. For respecting human rights, the code of conduct states that the Chiba Bank Group respects the human rights of all people, including officers and employees and customers.

For details of the Chiba Bank Group's Corporate Code of Conduct, see our website:
https://www.chibabank.co.jp/english/corporate/policy/behavioral_guidelines/

Complying with the UK Modern Slavery Act 2015

As Chiba Bank has a branch in London, the UK, we have published annual statements for the compliance with the UK Modern Slavery Act 2015 since its establishment.

In particular, the statement of FY2022 stated not only the operation in our London Branch but also an intention that we would eliminate the violation of human rights by slave labor, human trafficking, etc. in the Bank's overall operation to respect human rights, and clarified the non-existence of such human rights violations in suppliers to which our services are entrusted.

For details of the UK Modern Slavery Act 2015, see our website:
<https://www.chibabank.co.jp/english/corporate/pdf/ModernSlavery.pdf>

Supplier monitoring

The Chiba Bank Group explains the Chiba Bank Group Human Rights Policy to all the suppliers (to which our services are entrusted) to obtain the approval of compliance with the policy mainly for respect for human rights, and conducts monitoring once a year to confirm that the suppliers have no violations of human rights.

Initiatives for Promoting Diversity & Inclusion

Acquisition of Platinum Kurumin Plus certification

In April 2022, the "Plus" certification for balancing fertility treatment and work was added to "Kurumin," a certification system to recognize companies that support childcare. The Bank obtained the "Plus" certification in June 2023, becoming Platinum Kurumin Plus certified. By helping employees balance work and treatment, in addition to work and childcare as we have been focusing on, we will create a workplace where diverse employees can feel even more comfortable.



TSUBASA cross-mentor

In August 2022, we established and started the implementation of TSUBASA cross-mentor system jointly with banks in the TSUBASA Alliance. The purpose of this system is to develop female executive candidates. The cross-bank mentoring system aims to develop careers and enhance leadership skills of female employees who are future executive candidates. Taking advantage of the TSUBASA Alliance network, director-class mentors and manager mentees are matched across banks in the alliance for a mentoring relationship.

Diversity-related initiatives

2007	Chibagin Heartful was certified as a special subsidiary pursuant to the Act to Facilitate the Employment of Persons with Disabilities as a regional bank.
2010	Established a short-time work system, work-life balance leave and health management leave.
2014	Established the Diversity Management Committee and the Diversity Management Division, and appointed female general managers (two persons).
2015	Established the Diversity Action Declaration, held a diversity forum, and appointed female outside directors (two persons). Signed the Chiba City Iku-Boss Joint Declaration and opened an in-house nursery facility "Himawari Nursery School."
2016	Introduced diversity management meeting for every workplace.
2017	Assigned the first female Executive Officer.
2019	Established the Chiba Bank Group Declaration on SDGs, the TSUBASA Declaration on SDGs, and the Chiba Bank Group Sustainability Policy.
2021	Assigned the first female internal Director.
2022	Established the TSUBASA Diversity & Inclusion Declaration.
2023	Obtained the Platinum Kurumin Plus certification.

Data on active participation of women

Number of women in senior positions
 ● Director: **3** ● Executive Officer and General Manager: **1**
 ● General Manager: **4**
 ● Positions of General Manager and Senior Deputy General Manager, etc.: **114**
 Percentage of women in leader positions or higher: **28.4%**
(all items as of July 2023)

Data on supporting balance between work and childcare

In-house nursery facilities: **2** in Chiba Prefecture (As of July 2023)
 Percentage of men taking childcare leave: **112.4%** (FY2022)

Data on number of employees with disabilities

Number of employees with disabilities*: **150.5**
* Figure for calculating the Group's employment rate of people with disabilities in FY2022

External evaluation of diversity

Selected as Nadeshiko Brand
(5th consecutive year)

"Platinum Eruboshi"
certified (the first bank)

Platinum Kurumin Plus
certified

Selected as New Diversity
Management Selection 100 Prime

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Communication with Stakeholders



To improve corporate value, the Bank Group engages in constant communication with stakeholders. By communicating with stakeholders, we strive to improve the quality of our products and services, as well as detect and resolve issues at an early stage. In addition, we take measures to co-exist and co-prosper with the local community.

Communication with Customers

The Bank utilizes customer feedback to improve management. Opinions, requests, and other feedback from customers, collected through Customers Feedback Cards available at branches, a dedicated toll-free number, our website, and other means are reported to the Quality Improvement Committee. We constantly take measures to utilize such feedback for service improvement.

Communication with Shareholders

General Meeting of Shareholders and IR meeting

The Bank strives to enhance disclosure through the General Meeting of Shareholders, IR meetings, meetings with individual investors, and other IR events.

In addition to IR meetings and individual meetings, we held in FY2022 outside directors discussion meetings, a briefing on DX strategy and sustainability, and other events. Online tools are used to hold IR meetings and individual meetings, so that shareholders and investors can attend them according to their needs. We will continue to disseminate information actively on various occasions.

Directors or Audit & Supervisory Board members, including the President and outside directors, participate in dialogues with shareholders and investors within a reasonable scope. In addition, feedback received in the dialogues are reported to directors and the Board of Directors. We will improve management based on the feedback.

Meetings, etc.	Number of times held	Presenter	Number of participants
The 116th Annual General Meeting of Shareholders	1	Directors, Audit & Supervisory Board members, etc.	60 (In-person attendees)
Briefings for analysts and institutional investors			
IR meetings	2	President, CSO	286
IR Day "DX Strategy, Sustainability, Outside Directors Discussion Meeting"	1	President, CSO, CHRO/CDTO, and three outside directors	55
Small Meeting for financial results announcement	2	CSO	102
Small Meeting "Coalition of TSUBASA System Infrastructure"	1	General Managers of Corporate Planning Division, EDP System Division, and Operation Planning Division	17
Small Meeting "Outside Directors Discussion Meeting"	1	Three outside directors	34
Small Meeting "Human Resources and Diversity"	1	CHRO/CDTO	31
Briefings for individual investors	6	CSO	1,360
Individual meetings with analysts and institutional investors	Total of 173 (of which 53 were with overseas investors)		

* Job titles are those at the time of the meetings, etc.

Dialogue details

Dialogues are held on a variety of topics, such as business performance, capital policy, alliance strategy, DX strategy, sustainability, and human capital. Q&A sessions in briefings for analysts and institutional investors are disclosed on the Bank's website.



▲ IR Day "Outside Directors Discussion Meeting" (April 2022)



▲ IR Day "DX Strategy in the New Mid-term Plan" (April 2023)

Communication with Employees

Opinion exchange meeting with executives

To reflect the voice of frontline branch employees in management, we hold annual opinion exchange meetings with executives. In the opinion exchange meetings, we share our management policies and issues. Q&A sessions constitute the core part of the meetings, where branch employees ask questions related to management, share what they think of day-to-day work, and propose what measures should be taken.

In FY2022, eight executives, including a Director and Senior Executive Officer, held opinion exchange meetings at a total of 112 branches. Feedback from branch employees is reflected in various measures.

Everyone's Feedback Project

Everyone's Feedback Project has been in place since November 2021 to incorporate employees' feedbacks received in human resources-related questionnaires in personnel measures. We thus make work more rewarding and promote career development. Measures we have taken include the April 2023 introduction of job shadowing, a short-term internship program where employees can easily experience work of headquarters and Group companies without being transferred.

Communication with the Local Community

Comprehensive Partnership Agreement on the Creation of a Lively Atmosphere

In October 2022, we concluded a "Comprehensive Partnership Agreement on the Creation of a Lively Atmosphere on National Highway Route 357" with Chiba City and Chiba National Highway Office, Kanto Regional Development Bureau, Ministry of Land, Infrastructure, Transport and Tourism.

This agreement aims to utilize the overground space created by the construction of multi-level underground lanes in the course of improvement works for the coastal Chiba district of National Highway Route 357. The space extends from the intersection in front of Chiba City Hall to the intersection in front of the condominium next to the Bank's head office building, and the public and private sectors will cooperate to create a lively atmosphere in the area and facilitate community development.

In November 2022, "STAY STREET," a social experiment event for the creation of a lively atmosphere, took place. We set up a food truck in collaboration with Chibagin Market Co., Ltd., a regional trading company, and sold Minayoshi rice produced by agricultural corporation Fresh Farm Chiba Co., Ltd.

User needs and time spent in the area will be reviewed, and the public and private sectors will keep working together to improve the attractiveness and value of the area.

