

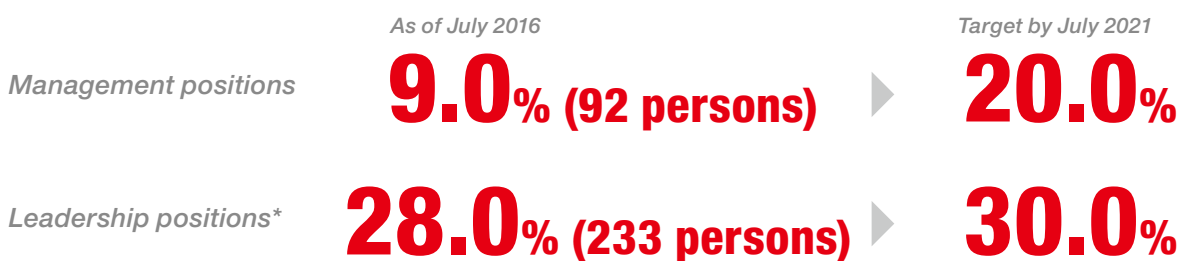
# Promoting Diversity

The Chiba Bank is further accelerating its initiatives for promoting diversity with the aim of creating an organization that fosters mutual respect for diversity, where every employee can realize their full potential.

## Action Plan Based on the Act to Advance Women's Success in Their Working Life

In April 2016, we formulated an action plan based on the Act to Advance Women's Success in Their Working Life. Having set numerical targets for promoting women to management positions, we are now working to achieve them by expanding occupational opportunities for women, supporting career development, and implementing workstyle reforms.

### Women in management positions



\* Leadership positions refer to employees who share organizational responsibilities for managing the Chiba Bank Group, in their roles as managers of their assigned operations. These employees are in positions supervising subordinates or hold an equivalent post.

## IkuBoss Corporate Alliance

In September 2015, the Chiba Bank became a member of the IkuBoss Corporate Alliance established by the NPO, Fathering Japan. This alliance comprises a network of companies committed to reforming the mindset of staff members in management positions, so that they can become ideal supervisors (IkuBoss\*) in Japan's new age. We signed the IkuBoss Declaration with the Mayor of Chiba City and other top executives of local companies and organizations in November 2015.



\* An IkuBoss is a supervisor who is capable of achieving results while prioritizing the work-life balance of colleagues and subordinates. This is a supervisor who is capable of holistically supporting the careers and lifestyles of others, as well as enjoying a well-rounded life at work and in the privacy of the home.

## External Awards

*Mar. 2015*

Ministry of Economy, Trade and Industry  
Diversity Managements Selection 100



*Dec. 2015*

Cabinet Office  
Awards to Commend Leading Companies Where Women Shine (Prime Minister's Award)

*Mar. 2016*

NPO J-Win  
2016 J-Win Diversity Award (Basic Achievement Runner-Up Award)



*Apr. 2016*

Ministry of Health, Labour and Welfare  
Top Eruboshi (L-Star) designation

# CSR Activities

The Chiba Bank Group is conducting corporate social responsibility (CSR) activities driven by a concerted effort by all of its directors and employees. We fulfill the expectations of all stakeholders through the Group's main businesses, while ensuring that the Group helps to realize a sustainable regional society through these activities.

## Chibagin Himawari\* Concerts

We have been holding these concerts since 1989 to deepen our relationship with our regional customers through music.



## Finance Education for Students

Our Head Office and branches accept students from local elementary schools, junior high schools and high schools for sessions providing hands-on experience on what it's like to work in a bank. Through these sessions, we try to teach the value of work and get the students interested in the banking business. A Chibagin Archive on Finance we established in commemoration of our 70th founding anniversary also provides educational exhibits on the history of finance and Chiba Prefecture.



## Chibagin Business Idea Contest for College Students

We have been holding a Chibagin Business Idea Contest for College Students every year to rouse the entrepreneurial ambitions of students as the next generation of local economic leaders. This contest not only commends outstanding business ideas through awards but also provides support for awardees who wish to start up their business by inviting them to the seminars we sponsor and through face-to-face counseling.

## Reforestation Activities

We conduct "Chibagin Forest" reforestation activities in various parts of Chiba Prefecture. After the seedlings for preventing sand and wind erosion are planted, our directors and employees, as well as volunteering Chiba Bank retirees, regularly carry out forest management activities, including cutting the underbrush, thereby helping to protect the region's environment.



## Donation of Emergency Supplies

Recently, we donated 40 boxes, or 960 packages of hard-tack and 400 bottles, or 600 liters of water from our stock of emergency supplies to Food Bank Chiba, which then distributed them to welfare institutions and the needy within the prefecture. We plan to continue making donations from our supplies to reduce food waste and improve the amount of social welfare provided in Chiba Prefecture.

## Charitable Trust "Chibagin Heartful Welfare Fund"

Through the "Chibagin Heartful Welfare Fund," which was established in 2009, we grant subsidies for the purpose of providing financial assistance to social welfare corporations and volunteer organizations with operations in Chiba Prefecture. To date, the fund has granted subsidies totaling ¥41 million to 76 recipients.

\* Himawari means "sunflower" in Japanese, which is the symbol of the Chiba Bank.