

Developing the Workforce/ Promoting Diversity

Developing the Workforce

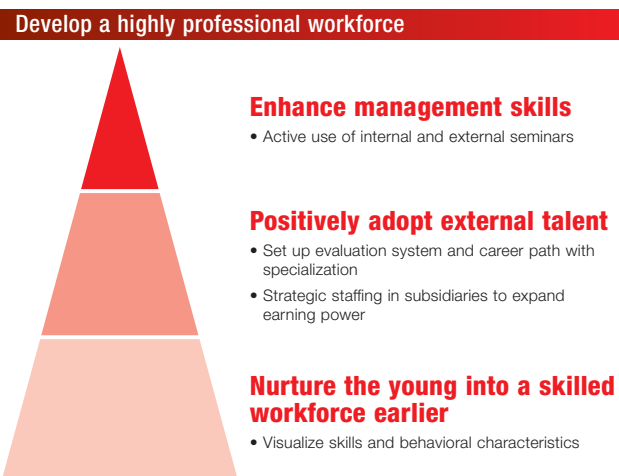
In addition to instilling business knowledge, the Chiba Bank will develop a professional workforce that combines business skills, such as IT and logical thinking capabilities, with leadership and management skills.

We will speed up the training of young employees, train personnel with high levels of expertise in every field, including corporate banking/retail banking and administrative sections such as planning and promotion in our headquarters, and proactively continue mid-career recruitment.

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.

In April 2016, the Chiba Bank formulated an action plan based on Japan's Act on Promotion of Women's Participation and Advancement in the Workplace. 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 work style reforms. In June 2017, the Chiba Bank appointed its first female executive officer. Currently, there are no women who have taken office as a director after being an employee at the 64 member banks of the Regional Banks Association of Japan. We believe that the appointment of a woman as an executive officer at the Chiba Bank will contribute to the expansion of the domain where women can play a more active role in the future.



Women in management positions

| | As of 2006/3 | As of 2017/7 | Target for 2020 |
|----------------------------|-----------------------------|-------------------------------|-----------------|
| Management position | 2.0% (17 persons) | 11.4% (118 persons) | 20% |
| Leader position | 9.4% (98 persons) | 29.9% (260 persons) | 30% |

* Leader 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.

External Awards

Mar. 2015

Ministry of Economy, Trade and Industry
Diversity Management 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