

April 6, 2022

Company Name: The Chiba Bank, Ltd.  
Representative: Tsutomu Yonemoto, President  
Stock Exchange Listing: Tokyo (code: 8331)

## **Establishment of TSUBASA Diversity and Inclusion Declaration**

The Chiba Bank (President: Tsutomu Yonemoto) (“the Bank”) and other banks participating in TSUBASA Alliance\* announced on April 6, 2022 that they jointly established “TSUBASA Diversity and Inclusion Declaration,” which outlines their policies on diversity and inclusion.

### **TSUBASA Diversity and Inclusion Declaration**

**In order to realize sustainable growth in the region, one of the objectives of the Alliance, TSUBASA Alliance, we declare that we will position diversity and inclusion as the source of our competitiveness and actively work on it.**

- 1. We will overcome the uncertainty bias, recognize diverse individuality and values, and deepen mutual understanding.**
- 2. We will promote the creation of a highly fair organization and workplace environment in which we can maximize our individual strengths and enthusiasm.**
- 3. We aim for innovation and sustainable growth by combining and enhancing our diverse strengths together.**
- 4. We will take the initiative in promoting diversity and inclusion based on mutual recognition and cooperation among the banks, and contribute to the creation of prosperous regional communities.**

One of the objectives of TSUBASA Alliances is to realize sustainable regional growth. To date, we have been addressing economic, social, and environmental issues in various regions.

In order to further develop these activities in the future, we mutually recognize that new ideas and inspiration created by the diversity of human resources, which is the foundation of our activities, are essential. Based on this understanding, we have decided to formulate a joint declaration in order to materialize the areas of diversity outlined in TSUBASA SDGs Declaration declared in May 2019 and further strengthen our efforts for diversity and inclusion as TSUBASA alliance. In the future, we will actively implement the cross-mentor system and joint training for executives and employees as collaborative measures based on this declaration.

By promoting activities through close collaboration and cooperation, TSUBASA Alliance will create new values and ideas, recognize diverse individuality and values, and further promote initiatives that contribute to solving regional and social issues using these strengths.

\* A framework of regional bank wide-area collaboration in which 10 banks participating from Chiba Bank, Daishi Hokuetsu Bank, Chugoku Bank, Iyo Bank, Toho Bank, Hokuyo Bank, Musashino Bank, Shiga Bank, Bank of the Ryukyus and Gunma Bank.

End