

Appointing Group CHRO and Revision of Headquarters Organization

On Thursday, April 1, 2021, the Chiba Bank (President Hidedoshi Sakuma) will appoint a Group CHRO (Chief Human Resources Officer) to strengthen the Group Chief Officer (CxO) system and revise the headquarters organization. After the revision, there will be 27 departments, 4 offices.

1. Appointing Group CHRO

In advancing management strategies in line with changes in the social environment, as a new Group Chief Officer, we will appoint a Group CHRO (Chief Human Resources Officer) to oversee the Group-wide human resource strategies, such as securing, developing and assigning highly skilled personnel in the field of DX (digital transformation).

In June 2018, the Chiba Bank introduced a Group Chief Officer (CxO) system. Under the overall supervision of the Group CEO, the Chiba Bank has established a Group-wide integrated management system by appointing Group Chief Officers as managers in charge of areas under its jurisdiction. In April 2020, we appointed a group CDTO to strengthen our posture for promoting digital strategies.

2. Revision of the Headquarter Organization

(1) Establishment of the Digital Innovation Division

Based on the Group-wide comprehensive DX Strategy ※, we will establish **the Digital Innovation Division** as a department to implement various DX-related measures with a sense of speed across the organization.

(2) Establishment of the Business Promotion Management Division

In order to flexibly reflect the opinions and requests of customers and branches in sales measures and further strengthen the integrated management of branches and headquarters, we will establish **the Business Promotion Management Division** under the direct control of the Group CBO as a department to oversee domestic sales measures and other matters. Accordingly, the Business Promotion Division will be abolished.

(3) Establishment of the Asset Management and Consultation Division

Amid diversifying customer needs for asset management, we will establish **the Asset Management and Consultation Division** as a dedicated department to consolidate planning and promotion functions and conduct integrated operations in order to further upgrade our asset management operations.

※Our DX strategy aims to improve CX (Customer Experience) and productivity improvement through "Innovate Business Model" and "Innovate Work Style". In addition to this, we have added a new pillar of "Innovate Human Resources Strategy" and also set forth "Seven Important Issues". Under the Group CDTO, the Digital Innovation Division will play a central role in promoting DX, while aiming to retain 1,000 DX personnel during the period of the current medium-term management plan.