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Basic Sustainability Policy

Article 1 (Purpose)

This Basic Policy outlines the basic policy for promoting sustainability by the Bank.

Article 2 (Definition, etc.)

1. “Sustainability” at the Bank refers to both the creation of sustainable social value and enhancement of corporate value over the medium to long term.
2. The Bank will promote sustainability and contribute to the solution of social issues such as SDGs.

Article 3 (Collaboration with Stakeholders)

In promoting sustainability, the Bank will work to engage in customer-oriented business operations. In addition, the Bank will endeavor to deepen the trust of its customers and other stakeholders and collaborate with them in an appropriate manner.

Article 4 (Stance on the Promotion of Sustainability)

1. The Bank will identify sustainability issues that are of high importance to stakeholders and that should be specifically addressed based on the Bank’s management philosophy, mission, strengths, and business characteristics (hereinafter referred to as “materiality”).
2. The Bank will promote sustainability by addressing the identified materiality in its business activities.

Article 5 (Initiatives to Promote Sustainability)

The Bank positions the promotion of sustainability as a top management priority and aims to achieve both the creation of sustainable social value and enhancement of corporate value over the medium to long term by addressing materiality in its business activities as follows:

- (1) The Bank will work to develop and provide “safe and secure” financial services that can be used by anyone and everyone throughout Japan.
- (2) As a community-based financial institution, the Bank will contribute to the development of the regional economies and society.
- (3) To protect nature and the environment and pass them on to future generations, the Bank will engage in environmentally friendly activities and work to resolve environmental issues.
- (4) The Bank will conduct its business activities in a manner that respects human rights and will ensure a work environment where employees can work in a healthy and safe manner and where diverse personalities and work styles are respected. In addition, the Bank will strive to develop human resources who can think and act on their own, and to improve their work-life balance and job satisfaction.

Article 6 (Sustainability Promotion Framework, etc.)

In accordance with the “Basic Policy on Corporate Governance,” the Bank will continue to improve its governance and promote sustainability through the following measures:

- (1) Matters related to the promotion of sustainability are discussed by the Sustainability Committee, and discussed or reported to the Executive Committee and the Board of Directors in a timely and appropriate manner.
- (2) The Executive Officer in charge of the Corporate Planning Department of the Corporate Administration Division shall establish the Sustainability Promotion Procedures to set forth the necessary matters concerning efforts to promote sustainability in addition to those prescribed in the Basic Policy.
- (3) The Bank will disclose the status of its efforts to promote sustainability in a timely and appropriate manner.

Article 7 (Revision or Abolition)

This basic policy shall be revised or abolished by resolution of the Board of Directors.