

# Juroku Bank's ESG

Juroku Bank aims to realize sustainable local communities by proactively pursuing initiatives to address ESG (Environment, Social and Governance) issues. Through such initiatives, we will become actively involved in community tasks with a view to creating a positive cycle where local economies and Juroku Bank grow together.

## ► Environment

### Forest Protection Activities

-Forest protection through cooperation with government-  
Agreement on forest protection “Juroku Bank's Forest MITAKE”

In September 2017, we agreed to conduct forest protection activities through cooperation with Mitake Town and Gifu Prefecture, and entered into an agreement on forest protection “Juroku Bank's Forest MITAKE” with Gifu Prefecture and Mitake Town. Following this, we started forest protection activities in November 2017.

In May 2018, 120 people, including new employees, learned about the initiatives of Mitake Town, an environmental model city, as well as implemented forest protection activities. Going forward, Juroku Bank will make efforts to preserve the rich nature and continue to contribute to the realization of a sustainable society as part of social contribution activities.



## ► Society

### Activities to Improve Labor Environment of Local Community

We support women who work energetically!

Following the proposals of the “Shine Nadeshiko Project,” which aims to promote women's participation and advancement in the workplace, we have introduced a 16-item program by April 2017. Accordingly, we established “Juroku Smile Room” as the first in-house childcare facility among regional banks in the three prefectures of Tokai area. In about two years from its opening, Juroku Smile Room has been used by 27 employees. Furthermore, the percentage of employees who take the “spouse maternity leave,” which was introduced in April 2017 with the aim of encouraging men to participate in childcare, stands at 94.3%. In addition, with the appointment of three women as business branch managers in April 2018, a total of 12 female branch managers are playing active roles.

From the introduction of the program to its widespread use, and then to the active appointment of female leaders, Juroku Bank's initiatives to promote women's participation and advancement in the workplace are making a transition to the second stage with a view to evolving further.



## ► Governance

We have realized fair and transparent decision-making through the establishment of an appropriate corporate governance system.

