

# Non-Financial Information Highlights (ESG/SDGs)

ESG	Stakeholder	SDGs declaration	Main initiatives	Specific initiatives	Main achievements	FY 2017	FY 2018	FY 2019				
Environment (E)	Regional community	Conservation and creation of the global environment	   	Environmental conservation initiatives through the core business	First green bond issuance by a regional bank Donations from the Natural Environment Protection Fund "Oze Kiko" Donations from the donation course of the shareholder benefits program	Issuance amount of 10 billion yen in November 2020 Allocated to the payment of loans for equipment for renewable energy Donations to Oze Preservation Foundation (total amount of 14,969 thousand yen)	-	-	-			
				The Gunma Bank Environmental Foundation	Educational activities (holding eco-kids camp, environmental expeditions) Subsidy programs (awarding of Foundation Prize and Education Prize)	Total number of participants Total amount of subsidies (Foundation Prize and Education Prize)	66 people	33 people	53 people			
				Initiatives to reduce the environmental impact	Energy-saving at banking outlets	Installed solar power generation and LED lighting when newly constructing banking outlets. Installed EV stands at the Head Office Sales Department parking lot	-	-	-			
Social (S)	Customers	Sustainable development of regional economy	   	Solutions to management issues	Consulting practices based on business feasibility assessments Initiatives to resolve the challenges of business succession	Number of business feasibility assessment cases Number of business succession support cases	680	1,058	1,430			
				Information provision and development of next-generation management leaders	Activities of the Gunma Bank Management Club Provision of useful management information	Number of members Number of seminars and study sessions held (times/participants)	10,216 people	12,067 people	13,212 people			
				Provision of service according to the life stage	Consulting according to life events such as marriage, education, and home purchase Proactive response to increasing needs of senior citizens	Housing loan balance Number of will trust and liquidation of inheritance property services provided	1,314.8 billion yen	1,317.0 billion yen	1,312.4 billion yen			
				Initiatives to increase the assets of customers	Implementation of customer-oriented, asset building initiatives Development of specialized human resources	Balanced product ratio in investment trust balance Number of people acquiring Level 1 FP qualification	32.9%	37.7%	47.8%			
				Support for digitalization	Fincross DIGITAL initiatives Cashless payment initiatives	Main development projects Online payment and digital money partnerships	Intra-bank document search system (April 2019) and financial product recommendation system (October 2019) J-Coin, PayPay, Merpay, LinePay, etc.					
				Promotion of sports in the community	Activities of the Gunma Bank Green Wings in the V. League Holding of the Gungin Cup Mothers' Volleyball Team Competition	Women's V. League V2 level achievements Competition by 30 teams that qualified for the regionals	Championship	Third	Championship			
	Regional community		    	Promotion of art and culture in the community	Support for the Gunma Symphony Orchestra Donations from the Silk Inheritance of Gunma investment trust Donations from the donation course of the shareholder benefits program (conducted from the fiscal year ended March 31, 2019) Donations from SDGs private placement bonds	Support four of the regular performances as a sponsor or supporting member every year Donations to Gunma Prefecture World Heritage, Gunma Silk Inheritance Succession Fund (total amount of 6,814 thousand yen) Number/amount of donations from SDGs private placement bonds (348 total donations/62,052 thousand yen)	1,566 thousand yen - 110 donations/23,472 thousand yen	1,256 thousand yen - 99 donations/16,513 thousand yen	1,022 thousand yen 43 thousand yen 114 donations/16,408 thousand yen			
				Improve financial literacy in the community	Holding the Gunma Tournament of the National High School Finance and Economics Quiz Championship "Economics Koshien" Financial education classes at high schools	Number of teams/number of participants Number of classes conducted	28 teams/56 people	30 teams/60 people	25 teams/50 people			
				Employees	 	Promotion of a variety of human resources into active positions	Support for women, elderly, and young employees Acquisition of various certifications Proactive approach to health and productivity management	Percentage of female manager Acquired Platinum Kurumin (2017) and Eruboshi (highest grade 3) certification (2018) Acquisition of certification as an Excellent Health and Productivity Management Enterprise 2020 (White 500) (March 2020)	8.5%	10.0%	11.2%	
	Governance (G)		Management		Improving corporate governance	Improving the effectiveness of the Board of Directors Reviewing of the directors' remuneration system	Structure with three outside directors (including one female outside director) from June 2020 Transition to a restricted share remuneration plan	-	-	-		
			Shareholders		Communication with shareholders and investors Conducting IR activities Provision of shareholder returns linked to business performance	Number of briefing sessions for investors Ratio of total payout to shareholders	13 times	13 times	11 times			