Non-Financial Information Highlights (ESG/SDGs)

Environment Regional Conservation and cracino and crac	FY 2019	FY 2018	FY 2017		Main achievements	ific initiatives	Spec	Main initiatives	declaration	SDGs dec	Stakeholder	ESG		
Cutorness Compensation Commensation Comme	-	-	-	Issuance amount of 10 billion yen in November 2020		onal bank	First green bond issuance by a regi	_	7 AFFORDABLE AND					
The Currow Business Regional Content and a creation of creation o	n 960 thousand yen	1.051 thousand ven	1.070 thousand ven		The care to the polyment of total and to equipment of	nment Protection	Donations from the Natural Environment Protection		CLEAN ENERGY					
Cutomers Regional community Provided of the global community Provided of the g		i,os i modsana yen	i,o/ o allousullu yell	Donations to Oze Preservation Foundation				the core business						
The Gunna Bank Production of Substitution For Community Formation of Substitution of Substitu	176 thousand yen	-	-				benefits program		ntion	and creation				
Customers Customers Consideration Price Consideration Price	53 people	33 people	66 people			ental expeditions)					community	(E)		
Customers	2,115 thousand yen	2,060 thousand yen	2,105 thousand yen			Education Prize)	Subsidy programs (awarding of Foundation Prize and Education Prize)							
Customers	-	-	-	,	constructing banking outlets.		Energy-saving at banking outlets	Initiatives to reduce the environmental	*					
Customers	1,430	1,058	680		Number of business feasibility assessment cases		Consulting practices based on business feasibility assessments	Solutions to						
Customers Cust	3,083	1,804	309		Number of business succession support cases	f Industry	Initiatives to resolve the							
Customers Consulting according to the life stage Consulting according to the life stage of the consulting initiatives Consulting according to the life stage of the consulting initiatives Consulting according to the life stage of the consulting according to the life stage of the consulting initiatives Consulting according to the life stage of the consulting according to the life stage of the consulting and the life stage of the consulting initiatives Consulting according to the life stage of the consulting initiatives Consulting according to the life stage of the consulting according to the consulting initiatives Consulting according to the life stage of the consulting according to the cons	13,212 people	12,067 people	10,216 people		Number of members			Information provision						
Customers Provision of service stage According to the life st	18 times/ 1,008 people			es/participants)	Number of seminars and study sessions held (times			next-generation	8 DECENT WORK AND ECONOMIC GROWTH	8 Incas work to				
Sustainable development of gradient scorning of the community Regional community Reg	1,312.4 billion yen	1,317.0 billion yen	1,314.8 billion yen	Housing loan balance		such as marriage,	Consulting according to life events education, and home purchase	Provision of service	Q Macanin reco		Customers			
Sustainable development of regional conomy! Regional community R	71 cases	36 cases	28 cases	e property services		eds of	stage Proactive response to increasing needs of							
Sustainable development of specialized human resources Support for digitalization Fincross DIGITAL initialities Cashless payment and digital money partnerships Under Surgerial Payment and digital money partnerships Competition by 30 teams that qualified for the regular performances as a sponsor or supporting member every year Donations for the Gunma Symphony Orchestra Support four of the regular performances as a sponsor or supporting member every year Donations form the Gunma Symphony Orchestra Support four of the regular performances as a sponsor or supporting member every year Donations form the donation course of the	47.8%	37.7%	32.9%	'	ted, asset		illitiatives to ilicrease	17 PARTHERSHIPS IGR THE COMAS						
Social (S) Regional community Regional commu	123 people	116 people	113 people		Number of people acquiring Level 1 FP qualification	resources	Development of specialized human							
Social (S) Regional community Regional commu	April 2019) m (October 2019)	Intra-bank document search system (April 2019) and financial product recommendation system (October 201		Main development projects			Fincross DIGITAL initiatives							
Regional community Region	J-Coin, PayPay, Merpay, LinePay, etc.		Online payment and digital money partnerships			Cashless payment initiatives								
In the community Holding of the Gunglin Cup Mothers' Volleyball Team Competition Competiti	Championship	Third	Championship	Women's V. League V2 level achievements		Activities of the Gunma Bank Green Wings in the V. League		nal	of regional					
Regional community Promotion of art and culture in the community Donations from 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 (348 total donations/62,052 thousand yen) Improve financial literacy in the Support for the Gunma Symphony Orchestra Support for the regular performances as a sponsor or supporting member every year 1,566 thousand yen 1,256 thousand yen 1,256 thousand yen 1 1,566 thousand yen 1,256 thousand yen 1 1,566 thousand yen 1,256 thousand yen 1 1,566 thousand yen 1 1,566 thousand yen 1 1,566 thousand yen 1 1,566 thousand yen 1 2,56 thousand yen 1 1,566 thousand yen 1 2,56 thousand yen 1 1,566 thousand yen 1 2,56 thousand yen 1 30 teams/ 60 people 1 10 donations/ 2,052 thousand yen 1 10 donations/ 2,472 th	7th competition (May 18 and 19)			gionals	Competition by 30 teams that qualified for the region	Gunna et al.	Mothers' Volleyball Team	in the community						
Regional community Promotion of art and culture in the community Donations from the Silk Inheritance of Gunma investment trust Donations from the Silk Inheritance of Gunma investment trust Donations from the Silk Inheritance of Gunma Prefecture World Heritage, Gunma Silk Inheritance Succession Fund (total amount of 6,814 thousand yen) 1,566 thousand yen 1,256 thousand yen 1,256 thousand yen 1 promotion of art and culture in the community Donations from the Silk Inheritance of Gunma Silk Inheritance	-	-	-		Orchestra	Support for the Gunma Symphony	MORE AND IC GROWTH	8 DECENT MODE AND COMMITS CHAPMENT CHAP						
Regional community and culture in the community 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 (348 total donations/62,052 thousand yen) Improve financial literacy in the Improve financial literacy in the loan in the fiscal year ended literacy in the	1,022 thousand yen	1,256 thousand yen	1,566 thousand yen	1,	e of Gunma									
Placement bonds 16,513 thousand yen 16	43 thousand yen	-	-	Donations to Gunma Prefecture World Heritage, Gunma Silk Inheritance Succession Fund (total amount of 6,814 thousand yen)		e of the shareholder the fiscal year ended	benefits program (conducted from	and culture in the	9 MOSANI MOMINIS	9				
Improve financial literacy in the literacy in the School Finance and Economics Quiz Championship "Economics Koshien" Value	114 donations/ 16,408 thousand yen					AL COMPONE	Donations from SDGs private placement bonds							
	25 teams/ 50 people			umber of teams/number of participants			the National High School Finance and Economics Quiz Championship		17 PARTHERSHIPS FOR HE BOALS					
Financial education classes at high Number of classes conducted 14 classes 18 classes	15 classes	18 classes	14 classes	per of classes conducted1	Number of classes conducted		Financial education classes at high schools	community						
Support for women, elderly, and young employees Percentage of female manager 8.5% 10.0%	11.2%	10.0%	8.5%		Percentage of female manager	ung employees		Promotion of a variety of human Building a workplace where all staff	5 GENDER	Dramation				
Find Notice	-	-	-	2020	Acquired Platinum Kurumin (2017) and Eruboshi (highest grade 3) certification (2018)		Acquisition of various certifications		Employees					
resources into active positions resources into active play an active part resources resources into active play an active part resources r	-	-	-	Health and productivity	and Productivity Management Enterprise 2020	roductivity		members are able to		active	Employees			
Management Improving corporate Improving the effectiveness of the Board of Directors Structure with three outside directors (including one female outside director) from June 2020	-	-	-	one female outside		Board of Directors	Improving the effectiveness of the	Improving corporate	17 PARTMERSHIPS FOR THE GOMES		Management			
Management Governance Management Governance Improving corporate governance Reviewing of the directors' remuneration system Transition to a restricted share remuneration plan	-	-	-		Transition to a restricted share remuneration plan	ration system	Reviewing of the directors' remune	governance			wanagement	Management	ivialiagement	Governance
(G) 17 ROMERSHY Communication with Conducting IR activities Number of briefing sessions for investors 13 times 13 times	11 times	13 times	Number of briefing sessions for investors 13 times											
Shareholders shareholders and investors shareholder returns linked to business performance Ratio of total payout to shareholders 40.1% 41.9%	47.2%	41.9%	40.1%		Ratio of total payout to shareholders	ked to business		shareholders and investors	8		Shareholders	Shareholders		

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