




Non-Financial Information Highlights

ESG	Stakeholder	Main initiatives	FY 2018	FY 2019	FY 2020	
Environment (E)	Regional community	Paper (copy paper) usage	65,961,000 sheets	65,576,000 sheets	55,867,000 sheets	
		Environmental improvement benefits from green bonds (issued in November 2019)	—	—	12,183 t-CO ₂ /year	
		Donations to Oze Preservation Foundation	Donations from the Natural Environment Protection Fund "Oze Kiko" (total amount of 15,673 thousand yen)	1,051 thousand yen	960 thousand yen	880 thousand yen
			Donations from the donation course of the shareholder benefits program (since FY 2019)	—	176 thousand yen	218 thousand yen
		Activities of the Gunma Bank Environmental Foundation	Subsidies (Foundation Prize and Education Prize)	2,060 thousand yen	2,115 thousand yen	1,965 thousand yen
Social (S)	Customers	Number of problems solved through business feasibility assessment (total amount since FY 2019)	—	739	1,312	
		Number of business succession support cases (total amount since FY 2019)	—	3,083	5,069	
		Number of Gungin Management Club members (as of end of fiscal year)	12,067 people	13,212 people	13,505 people	
		Number of will trust and liquidation of inheritance property services provided	36 cases	71 cases	167 cases	
		Number of people acquiring Level 1 FP qualification (as of end of fiscal year)	116 people	123 people	129 people	
	Regional community	Amount/number of donations from SDGs private placement bonds (total amount of 75,233 thousand yen/460 donations)	16,513 thousand yen/ 99 donations	16,408 thousand yen/ 114 donations	13,181 thousand yen/ 112 donations	
		Donations to Gunma Prefecture World Heritage, Gunma Silk Inheritance Succession Fund	Donation from the Silk Inheritance of Gunma, a Fund for Supporting Activities to Protect the Tomioka Silk Mill and Silk Industrial Heritage (total amount of 7,684 thousand yen)	1,256 thousand yen	1,022 thousand yen	912 thousand yen
			Donations from the donation course of the shareholder benefits program (since FY 2019)	—	43 thousand yen	62 thousand yen
		Activity Results of the Gunma Bank Green Wings in the V. League (Women's V. League V2 level)	Third	Championship	Championship	
	Employees	Percentage of female manager	10.0%	11.2%	12.7%	
Acquisition of various certifications		  				
Governance (G)	Management/Shareholders	Ratio of Outside Directors	2/9	2/9	3/9	
		Provision of shareholder returns linked to business performance (ratio of total payout to shareholders)	41.9%	47.2%	46.7%	

1 The Gunma Bank

2 Mid-Term Business Plan

3 ESG Initiatives