

Group Diversity Policy

To respond to our customers' diverse needs, Mebuki Financial Group, Inc. (hereinafter referred to as the "Company") and its group companies (hereinafter collectively referred to as the "Group" together with the Company) will promote diversity so that our officers and employees, who have diverse abilities and characteristics, can fully demonstrate flexible thinking and dynamism and continue to provide high-quality, comprehensive financial services.

1. Cultivation of a healthier corporate culture

We will promote the establishment of a corporate culture in which each and every officer and employee understands the importance of diversity, accepts and recognizes diverse perspectives and characteristics, and learns from and enhances each other, and in which every individual is able to fully demonstrate their own eagerness and abilities.

2. Promotion of active participation by diverse human resources

Respecting differences based on various factors, such as gender, age, nationality and ethnicity, religion and beliefs, values, career and experience, presence of disabilities, and sexual orientation and gender identity, we will promote the recruitment, development, and promotion of diverse human resources.

3. Support for career building and skills development

To encourage individuals to demonstrate their abilities and characteristics, we will support each individual officer and employee in their career building and skills development.

4. Enhancement of work-life balance and creation of a pleasant working environment

So that each and every officer and employee can work in diverse and flexible ways that align with their individual circumstances, we will support work-life balance and create a workplace environment that allows them to achieve harmony between their work and private lives, realize a sense of fulfillment, and continue to feel rewarded in their work.

We will create a pleasant working environment by building an equal relationship in which individual officers and employees recognize each other as business partners and are able to freely exchange opinions.

5. Contribution to local communities

Our officers and employees of diverse abilities and compositions will demonstrate flexible thinking and dynamism to deliver high-quality, comprehensive financial services. In this way, we will contribute to the development of local communities.

6. Management framework

The status of the Group's initiatives for the promotion of diversity will be deliberated in the Company's Sustainability Committee before being reported to the Board of Directors, and we will strive to enhance and improve our initiatives for the promotion of diversity. We will also consider revisions of this policy as necessary.

Established on April 1, 2022