

Initiatives to Support Employees' Environment

Support for Women

The Bank is taking measures to create more comfortable workplaces where employees work with enthusiasm, and every individual employee is able to develop his or her own capabilities.

In particular in the area of support for women we have enhanced work-life balance support systems through the Women's Career Support Project (from fiscal 2007) and promoted the further career advancement of women through the *Kirara* Program (from fiscal 2011).

Furthermore, from fiscal 2014 we have started the *Kagayaki* Program, a new comprehensive support package for women. We have set the target of raising the percentage of female executives up to 20% during the period of the 5th medium-term management plan (running from fiscal 2014 to fiscal 2016), and will further support the involvement of women in the bank through the three pillars of career development support, support for an early return to the workplace, and *Kagayaki* Support.

Support for Career Development

The Bank of Kyoto offers a variety of training for female employees to enhance their careers and take larger roles in the organization. We offer management training for employees who seek promotions into management positions, and programs for women to become salespersons for corporate customers.

Management Training for Women



Helping Women Return to Work Quickly

The Bank of Kyoto facilitates a smooth return to work for women who have temporarily left the Bank for childcare and maternity leave, and who are preparing to start working again, by offering "Pre Mama Training" and "Support Classes for Returning to Work after Childcare" as a part of support systems to make it easier for women to resume work.

Pre Mama Training



Kagayaki Support

With the aim of creating a vibrant and rewarding workplace for female employees, we have various initiatives in motion, including the advancing of a variety of plans by setting up the team for this purpose named the *Kagayaki* Support Team, and holding the *Kirara Kagayake Me* workshop, an opportunity for women to take another look at themselves and consider their future careers.

Kirara Kagayake Me workshop



The Bank received "Grade Three" certification (the highest grade) from the Minister of Health, Labour and Welfare, based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

—First in Kansai—

On April 1, 2016, the Bank received certification under the Act on Promotion of Women's Participation and Advancement in the Workplace.

This certification recognizes companies that have made an excellent effort to promote women in the workplace among the companies that have devised and submitted action plans based on the Act on Promotion of Women's Participation and Advancement in the Workplace. The Bank of Kyoto received "Grade Three" certification, the highest of the three levels of certification, based on the number of evaluation criteria that it fulfilled. The Bank of Kyoto is the first enterprise in the Kansai region to receive this certification.



Eruboshi certification mark for the Act on Promotion of Women's Participation and Advancement in the Workplace

The Bank has received the following awards based on initiatives it has taken.

- Fiscal 2008 • General Business Owner Action Plans (first time held) Certification
- Kyoto Prefecture: Kyoto Prefecture Childcare Support Award
- Ministry of Health, Labour and Welfare "Minister's award for outstanding offices for the employment of persons with disabilities"
- "Kyoto Mayor Award" pertaining to businesses registered under Kyoto City's "Kyoto Gender Equality Promotion Declaration"
- Fiscal 2009 • Ministry of Health, Labour and Welfare's "Minister Prize in Equal Employment/Work-Life Balance for Fiscal Year 2009" in the Category for Enterprises Promoting Equal Employment
- Fiscal 2010 • Kyoto Prefecture Award for Promoting Health in the Workplace
- Fiscal 2011 • Won highest award from the Nagoya City Certification and Award Program for Companies that Promote the Active Participation of Women
- Won highest award from the Nagoya City Certification and Award Program for Companies that Support Childcare
- Fiscal 2013 • General Business Owner Action Plans (second time held) Certification

Support for Seniors (Active Seniors System)

Regarding the employment of elderly persons, the Bank has established a Senior Advisor System in accordance with the Revised Act on Stabilization of Employment of Elderly Persons, which came into force on April 1, 2006, providing stable employment for its employees until the age of 65. Since April

2014, we have also had in place the Active Seniors System that lets people who have retired from the Bank, are at least 65 years old, and are willing to work, put their abundant knowledge and experience to use until they turn 70 years old, thereby providing seniors with an environment that enables them to be more active.