

## Approach Regarding Various Payment Services

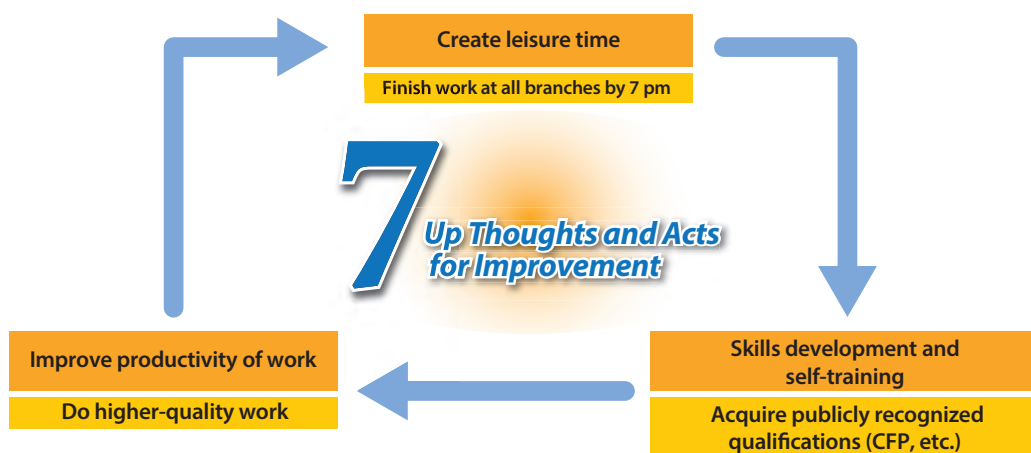
The Bank's customers have been able to charge their Rakuten Edy electronic money from their bank accounts since October 2017, and charge their LINE Pay electronic money from their bank accounts since November 2017.

## Aiming to Provide a Motivating Workplace

The Bank is committed to improving the workplace environment such that all employees can fully demonstrate their capabilities and individualities, and strive to provide higher-quality financial services that exceed customer expectations.

### Work Style Reform

We are promoting the Bank of Kyoto's work style reform program (7 Up Thoughts and Acts for Improvement)



### Promoting Women's Participation and Advancement

The Bank promotes the Kirameki Career Support Program, which includes the holding of various seminars. The program seeks to fully establish the conditions that make it possible for female employees to participate and advance in the workplace.

### Recognized as a 2018 Certified Health & Productivity Management Outstanding Organization

The Bank's initiatives to address health issues and promote health were evaluated, and the Bank was recognized as a 2018 Certified Health & Productivity Management Outstanding Organization (large enterprises category) White 500 under the Certified Health & Productivity Management Organization Recognition Program, administered by the Ministry of Economy, Trade and Industry together with the Nippon Kenko Kaigi (Japan Health Council).

