

## Code of Conduct of the Shiga Bank

1. Establishing trust and fulfilling corporate social responsibility  
Fully aware of the public and social mission of banks and our need to fulfill our corporate social responsibility, we will strive to establish unwavering trust.
2. Providing high-quality financial services  
We will always provide imaginative and ingenious goods and services and will contribute to the development of society.
3. Strictly complying with laws and regulations  
Strictly complying with all laws and regulations, we will carry out honest and fair corporate activities.
4. Enhancing communication with society  
We will communicate with our customers and shareholders, and regional society through the proactive and fair disclosure of management information and will endeavor to achieve transparent management.
5. Respecting the human rights of all employees and giving them job satisfaction  
We will respect the human rights and individuality of all employees and will strive to create vigorous workplaces where each employee can fully demonstrate his or her abilities.
6. Promoting sustainability-oriented management  
We will endeavor to address social issues in cooperation with regional society and will actively promote sustainability-oriented management that contributes to the realization of a sustainable society.
7. Undertaking philanthropic activities  
As a good corporate citizen that is close to its local community and operates hand-in-hand with society, we will strive to pro-mote a range of philanthropic activities including cultural and welfare activities.
8. Excluding antisocial forces  
We will be resolute in our stance against antisocial forces that could threaten sound civil society.