

January 31, 2024

The Norinchukin Bank

Announcing the publication of The Norinchukin Bank's "Diversity & Inclusion Book"

We would like to inform you that today (January 31, 2024) we have published the "Diversity & Inclusion Book"* and posted it on our website.

We are confident that you will find this book interesting and informative.

The "Diversity & Inclusion Book" can be viewed at:

<https://www.nochubank.or.jp/en/sustainability/social/diversity/>

* About the Bank's "Diversity & Inclusion Book":

This e-book showcases our commitment to Diversity & Inclusion (D&I), and the efforts that we have made in this area. D&I refers to the acceptance of each individual employee, with their unique qualities and characteristics, as valuable members of the organization. By embracing diversity, we aim to create an inclusive environment where every employee can express their unique character and personality to the full and participate actively in the workplace, ultimately generating new value.