

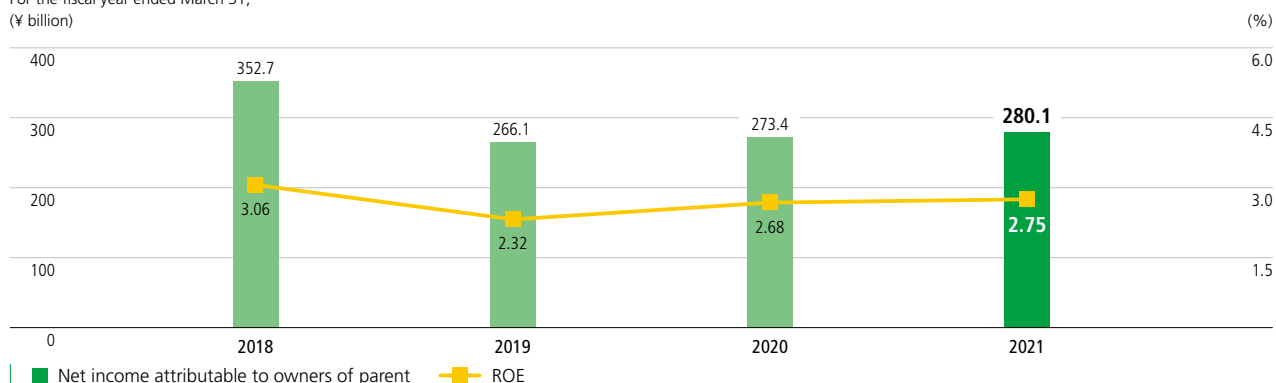
Financial Highlights (Consolidated) / Non-financial Highlights

Earnings Highlights

Consolidated net income totaled ¥280.1 billion, an increase of ¥6.6 billion year on year mainly due to the improved market environment and lower overheads.

Net income attributable to owners of parent / ROE (net asset basis)

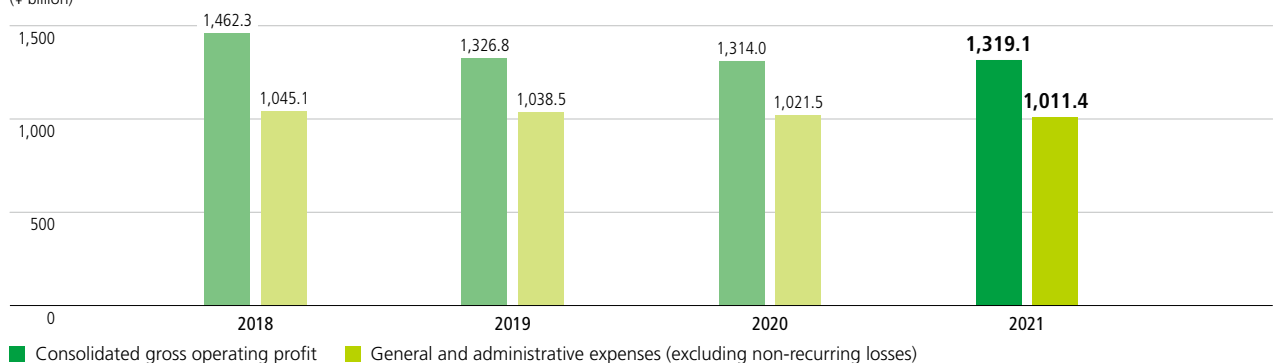
For the fiscal year ended March 31,
(¥ billion)



ROE has trended upward with the rise in net income since FY2020/3. We have established ROE (shareholders' equity basis) as a financial target under the Medium-term Management Plan (FY2022/3 through FY2026/3) with the aim of effectively using capital and increasing profitability.

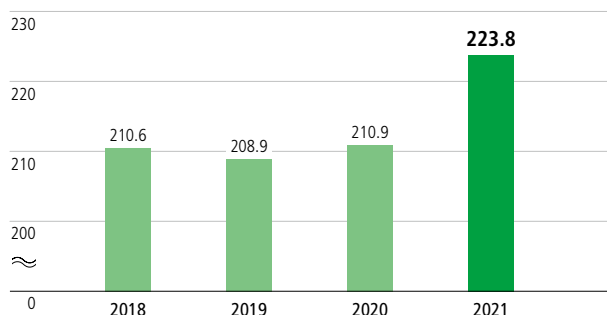
Consolidated Gross Operating Profit / General and Administrative Expenses

For the fiscal year ended March 31,
(¥ billion)



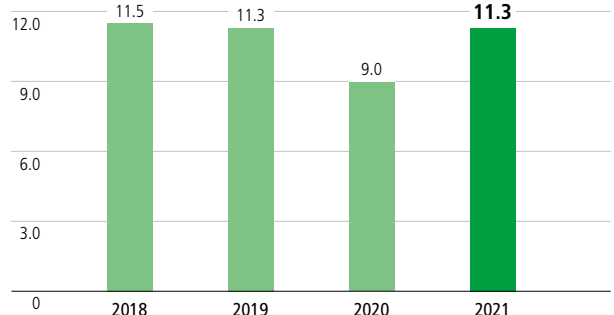
Total Assets

As of March 31,
(¥ trillion)

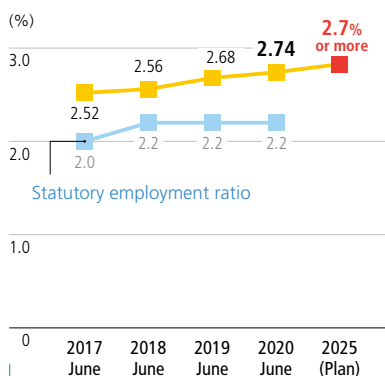


Total Net Assets

As of March 31,
(¥ trillion)



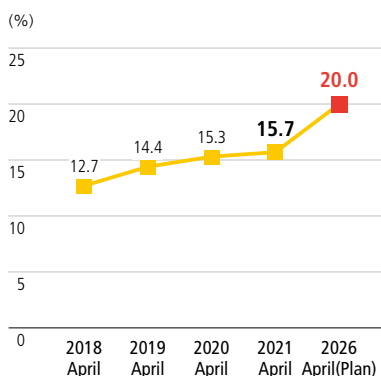
Ratio of Employees Who Are People with Disabilities



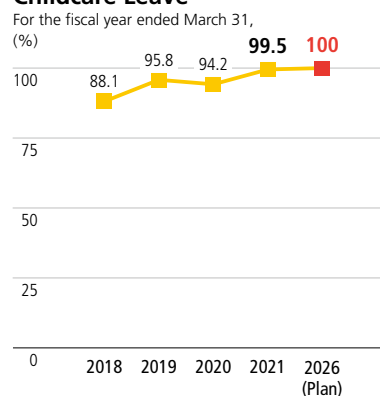
We have established targets for the ratio of employees with disabilities of 2.7% or more, ratio of women in managerial positions of 20%*, and ratio of employees taking childcare leave (regardless of gender) of 100% by 2025 with the aim of improving employee job satisfaction and promoting diversity management.

* Targets by April 2026

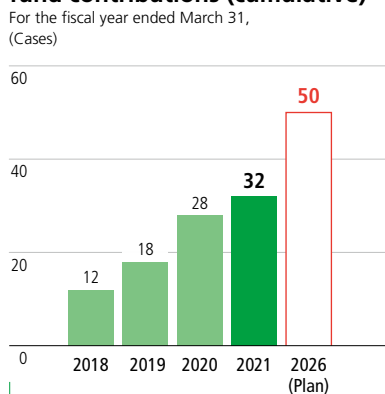
Ratio of Women in Managerial Positions



Ratio of Employees Taking Childcare Leave

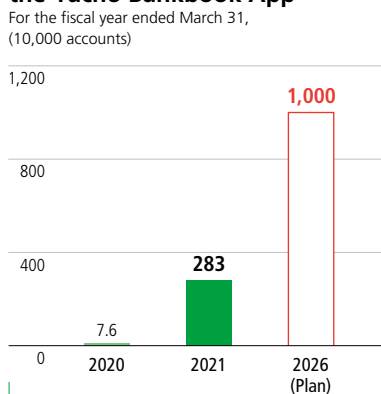


Number of regional vitalization fund contributions (cumulative)



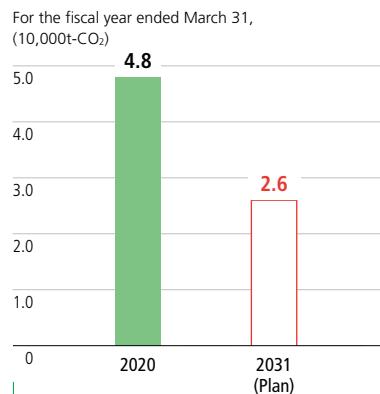
As one initiative to circulate funds to regional communities, we have established a target of regional vitalization fund participation cases of 50.

Number of accounts registered in the Yucho Bankbook App



We have established the target for the Yucho Bankbook App at ten million accounts in order to promote digital services that are safe and convenient.

Volume of CO₂ emissions



We have set a target of reducing CO₂ emissions by 46% compared with FY2020/3 by FY2031/3 by switching to electricity with a low CO₂ emission factor at JAPAN POST BANK's facilities.

External Assessments

MSCI Japan Empowering Women Index (WIN)

JAPAN POST BANK has been selected as a constituent brand name of the MSCI Japan Empowering Women Index (WIN), which was developed for environmental, social and governance (ESG) investment.

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2021 Certified Health & Productivity Management Outstanding Organization Recognition Program

JAPAN POST BANK believes that maintaining and promoting the mental and physical health of its employees while creating an environment in which they can work enthusiastically will contribute to the enhancement of corporate productivity and corporate value. Based on this, we are working on measures to maintain and improve employee health, and have also been certified by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi as a corporation that practices excellent health management under the "2021 Certified Health & Productivity Management Outstanding Organizations Recognition Program."



Platinum Kurumin

In recognition of its activities of an even higher standard, JAPAN POST BANK was certified by the Ministry of Health, Labour and Welfare as a "child rearing support company" in February 2019.



Tomonin

In November 2016, JAPAN POST BANK was accredited by the Ministry of Health, Labour and Welfare for its activities as a company promoting the development of work environments that enable the balancing of work and nursing care.



PRIDE Index Gold

In FY2021/3, JAPAN POST BANK was awarded the highest gold evaluation for the third year in a row in the PRIDE Index with which "work with Pride"—an organization that respects the encouragement and establishment of diversity management for the LGBT community—evaluates the efforts of companies.



Euronext Vigeo Eiris World 120 Index

JAPAN POST BANK is one of a select number of companies to be included in the Euronext Vigeo Eiris World Index 120.



Nikkei SDGs Management Survey

JAPAN POST BANK has been recognized as a 3.5-star entity under the second Nikkei SDGs Management Survey. The survey is a comprehensive examination of corporate attitudes towards solutions to environmental, social, and economic issues (contributions to the SDGs), as well as the details of SDGs-related businesses.



Nikkei Smart Work Management Survey

During the 4th Nikkei Smart Work Management Survey, which selects companies leading advances in productivity innovation through work style reforms, JAPAN POST BANK received 3.5 stars.

