# FY2025 H1 IR Presentation

November 20, 2025

President & CEO, Representative Executive Officer

Member of the Board of Directors

Takayuki Kasama



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## Consolidated Subsidiaries, etc. (as of Sep. 30, 2025)

Consolidated subsidiaries	16 companies Principal companies: JAPAN POST BANK LOAN CENTER Co., Ltd. Japan Post Investment Corporation JAPAN POST BANK CAPITAL PARTNERS Co., Ltd.		
Affiliates accounted for by the equity method	ATM Japan Business Service, Ltd. JP Asset Management Co., Ltd.		

Notes: 1. All Japanese yen figures in the financial statements of JAPAN POST BANK Co., Ltd. (the "Bank") and its consolidated subsidiaries have been rounded down, unless otherwise noted.

Accordingly, the total of each account may not be equal to the combined total of individual items.

2. This document has been translated from the Japanese original for reference purposes only.

In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



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## Progress rate for the full-year earnings forecast is strong, at 51.1%

For FY2025 H1, net income attributable to owners of parent increased by JPY 17.5bn year on year to JPY 240.3bn. It equated to 51.1% of the full-year earnings forecast and remained strong, and the full-year earnings forecast and annual dividend forecast remain unchanged.

### **Results of Operations (Consolidated)**

Net income attributable t	o owners of pa	rent JPY 240.3bn
	[Progress	rate to forecast 51.1%]
Net ordinary income		JPY 354.0bn
	[Progress	s rate to forecast 52.0%]
Net interest income	JPY 567.0bn	[ YoY JPY +114.4bn ]
Net fees & commissions	JPY 84.0bn	[ YoY JPY +5.3bn ]
Net other operating income (loss)	JPY (32.1)bn	[ YoY JPY (29.2)bn ]
G&A expenses (Exclude non-recurring losses)	JPY 475.7bn	[ YoY JPY +11.4bn ]
Non-recurring gains (losses)	JPY 211.0bn	[ YoY JPY (46.2)bn ]

#### **FY2025 Full-year Forecast Annual Dividend Forecast (Unchanged)**

Net income (consolidated): JPY 470.0bn

Dividend per share : JPY 66 (Dividend payout ratio: 50.2%)

#### **Investment Assets (Non-consolidated)**

Investment assets	JPY 229.9tn	[vs Mar. 31, 2025 JPY (0.3)tn]
Securities	JPY 144.2tn	[vs Mar. 31, 2025 JPY +0.7tn]
JGBs	JPY 40.5tn	[vs Mar. 31, 2025 JPY +0.2tn]
Foreign securities, etc.	JPY 87.8tn	[vs Mar. 31, 2025 JPY +0.4tn]
More than 7 years to	10 years JPY	15.4tn [QoQ JPY +1.7tn]

#### **Net Unrealized Gains (Losses) on Financial Instruments** (Non-consólidated)

Unrealized Gains (Losses) on Financial Instruments (Available-for-sale) (After taking into consideration gains (losses) from hedge accounting) JPY (740.2)bn [vs Mar. 31, 2025 JPY+347.6bn]

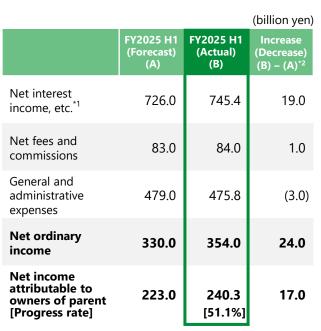
## **Capital Adequacy Ratio and CET1 Ratio (Consolidated)**

Capital adequacy ratio	15.67%	[vs Mar. 31, 2025	+0.59%]
CET1 ratio (estimate) *	12.43%	[vs Mar. 31, 2025	+0.66%]

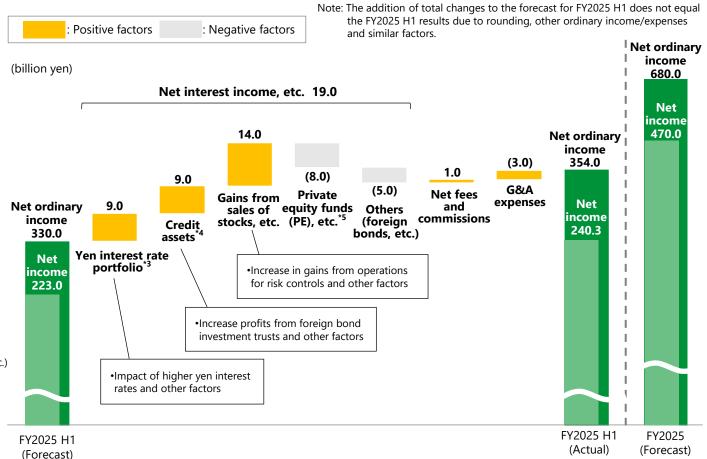
\* On the finalized Basel III basis. Excluding unrealized gains on available-for-sale securities

## Net income attributable to owners of parent exceeded our earnings forecast mainly due to an increase in net interest income, etc.

### **Results and Earnings Forecasts (Consolidated)**



<sup>\*1</sup> Net interest income, etc. = Interest income - Interest expenses (including gains (losses) on sales, etc.)



Summary

<sup>\*5</sup> Income related to PE and real estate funds (equity) (excluding income related to yen interest rate risk-taking)



<sup>\*2</sup> Figures are rounded

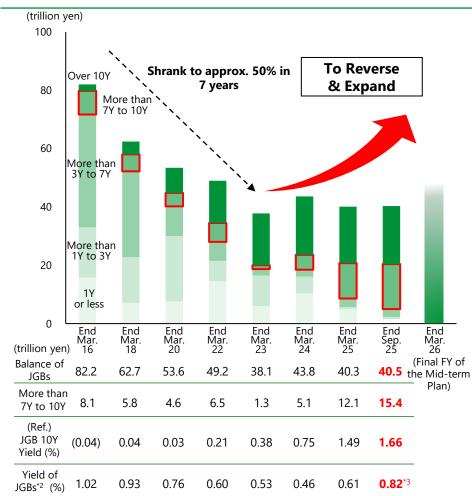
<sup>\*3</sup> Income from JGBs, etc., income related to yen interest rate risk-taking in risk assets, interest expenses on deposits, etc.

<sup>\*4</sup> Income related to foreign bond investment trusts, in-house corporate bonds, real estate funds (debt), direct lending funds, etc. (excluding income related to yen interest rate risk-taking)



# Capturing the trend of rising yen interest rates, continuously invest in JGBs and significantly improve yields

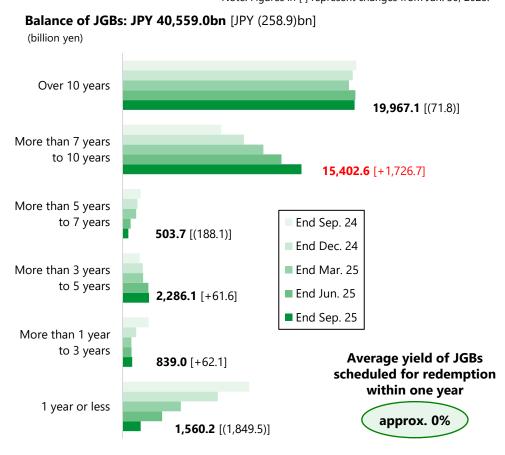




<sup>\*1</sup> Except JGBs in money held in trust.

#### Balance of JGBs\*1 Based on the Remaining Time to Maturity (As of Sep. 30, 2025)

Note: Figures in [] represent changes from Jun. 30, 2025.



(Balances based on the holding purpose)

Held-to-maturity: JPY 28,235.9bn [JPY +1,810.0bn] Available-for-sale: JPY 12,323.1bn [JPY (2,069.0)bn]

<sup>\*2</sup> Simplified estimation based on the following formula. Interest on JGBs / [ (sum of balance of JGBs at the end of the previous period and the current period) / 2 ]×100 \*3 Annualized basis.

## (4) Outline of Next Mid-term Plan (New)

## The Vision of Japan Post Bank in Next 10 to 20 Years

## **Medium- to Long-term Vision** (10 to 20 Years in the Future)

- Comprehensive financial platform
  - ➤ As a platform to support an era of 100-year lifespans, we provide diverse financial services for customers throughout Japan together with partner companies
- A leading global market player
  - ➤ As one of Japan's largest institutional investors, we refine our asset management capabilities and develop a distinctive asset management business

## **Direction for Capital Policy**

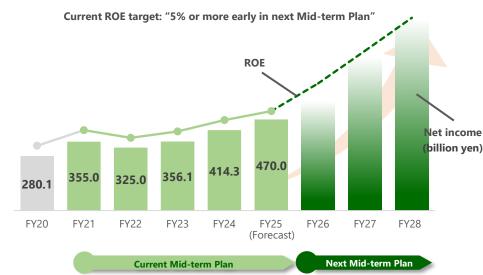
- Shareholder returns
  - >We aim for progressive dividends in line with profit growth, etc.
- Growth investments
  - > We aim to enhance investments including inorganic to achieve further growth
- Soundness
  - >> We aim to maintain and improve stable financial base

## **Net Income Trend** and Upward Revision of ROE Target

ROE target review in light of profit growth

We will revise our ROE target upward in light of profit growth







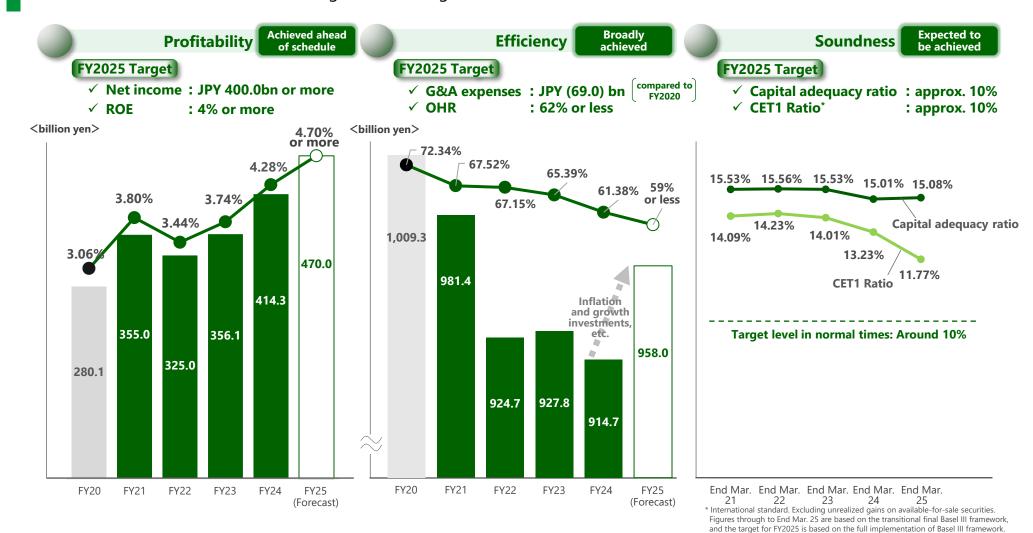
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## **Direction for Next Mid-term Plan (1)**

## Review of Current Mid-term Plan (FY2021 to FY2025) (Financial Targets)

We achieved our profitability target for FY2025 ahead of schedule. We broadly achieved our efficiency target and expect the soundness to remain above the target level throughout current Mid-term Plan.



## **Direction for Next Mid-term Plan (2)**

## Review of Current Mid-term Plan (FY2021 to FY2025) (Growth Strategy)

Under current Mid-term Plan, we are steadily promoting our growth strategy through three business engines (retail business, market business, and  $\Sigma$  (sigma) business).



#### **Mission of current Mid-term Plan**

Provide "reliable and thorough" financial services "safely and securely" to anyone and everyone throughout Japan

economies by enhancing funds flow to, and relationships with, local communities using various frameworks

Contribute to the development of regional As one of the largest institutional investors in Japan, Japan Post Bank will work to both realize sound and profitable operations, and contribute to the realization of a sustainable society

Outline of Next



**Growth strategy through the three business engines and outlook for next Mid-term Plan (FY2026 to FY2028)** 

#### Main results and challenges for current Mid-term Plan

Policy: Enhance strategy for complementarity between the physical and digital channels to transform into a new form of retail business



Business





Strengthening the customer base through expansion and refinement of products and services, including renewed implementation of JP Group governance, is an urgent priority.

Policy: Pursue an optimal investment portfolio that combines the yen interest rate assets with risk assets, while strengthening risk management



• We simultaneously shifted investment to JGBs and improved the quality of risk assets, etc.



It is necessary to secure stable income and tackle new initiatives beyond the existing market operation business.

Policy: Revitalization of regional economies and creation of new corporate value through Japan Post Bank's unique GP\*1 business



Σ Business

 We established wholly owned subsidiary JAPAN POST BANK CAPITAL PARTNERS Co., Ltd. and established a system to promote business operations.



Ensuring adequate investment record (to increase presence in the domestic PE\*2 market) and enhancing comprehensive capabilities for regional solutions.

\*1 General Partner. Fund management entity responsible for selecting projects, making investment decisions, etc. \*2 Private equity. Investments in unlisted stocks.

#### **Direction for next Mid-term Plan**

- In the retail business, we will reorganize our strategy into "Digital Payment **Business Strategy" and "Consulting** Business Strategy," as the importance of DX promotion including Al utilization, etc. is increasing even further and customer needs are also becoming more diverse.
- In the market business, we will execute "Market Operation and Asset Management Business Strategy" where we advance our existing business and take on the challenge of new businesses.
- In the Σ business, we will move into "Regional and Corporate Solution Business Strategy" that aims to provide comprehensive regional solutions in addition to domestic PE investment.





Progress of

Appendix

## New Missions and Business Strategies under the Medium- to Long-term Vision and Next Mid-term Plan



#### **Purpose**

We aim for the happiness of our customers and employees, and to contribute to the development of societies and local communities



#### **Management Philosophy**

We aim to be "the most familiar and trusted bank" by using customer feedback as our compass for tomorrow

Rising yen interest rate, propression of digital innovation.

Rising yen interest no population trends and lifestyles. etc.

### Medium- to Long-term Vision (10 to 20 Years in the Future)

- our purpose and management philosophy Japan's leading "comprehensive financial platform," meeting customers' diverse needs and accompanying them through life
- "A leading global market player" aiming to increase the value of customers' assets and realize a sustainable society through investment in Japan and overseas

#### Two Missions in Next Mid-term Plan (FY2026 to FY2028)

- (1) As a platform to support an era of 100-year lifespans, we provide diverse financial services for customers throughout Japan together with partner companies.
- (2) As one of Japan's largest institutional investors, we refine our asset management capabilities and develop a distinctive asset management business.

#### **Four New Business Strategies and Management Base**

-The Strategies supported by the Management Base and backed by Customers and Deposits that Post Offices attract-

Fulfilling

#### ■ Digital Payment Business Strategy

• Realize "safe, secure, and easy-to-use" + "beneficial" services centered on the Yucho Bankbook App (target: 25 million users)

#### ■ Regional and Corporate Solution Business Strategy

 Strengthen domestic PE investment (Σ business) centered on JAPAN POST BANK CAPITAL PARTNERS Co., Ltd., and promote co-creation with regional financial institutions and corporate solution business

#### **■ Consulting Business Strategy**

• Expand new services and refine the combination of 'physical, remote, and digital" channels to provide diverse consulting services

#### customer and deposit base ■ Market Operation and Asset Management Business Strategy

 Pursue the optimal asset management portfolio of yen interest rate assets and risk assets, and take on the challenge of an asset management business

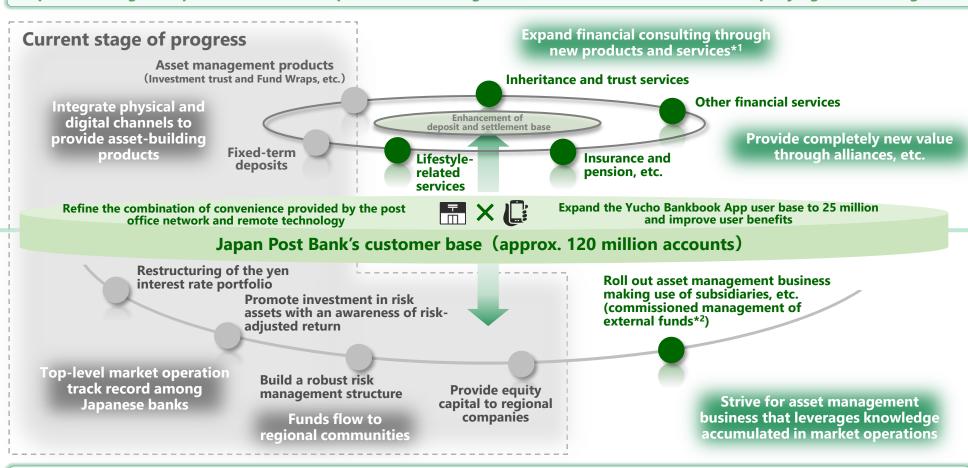
Collaborate with Partner Companies, Promote Human Capital Management and Corporate Culture Reforms, and Improve the Management Base



## **Direction for Next Mid-term Plan (4)**

## Our Medium- to Long-term Vision (Japan Post Bank in Next 10 to 20 Years)

Japan's leading "comprehensive financial platform," meeting customers' diverse needs and accompanying them through life



"A leading global market player" aiming to increase the value of customers' assets and realize a sustainable society through investment in Japan and overseas

<sup>\*2</sup> Start by accepting funds entrusted by institutional investors, and expand to include funds from individual investors in the future.

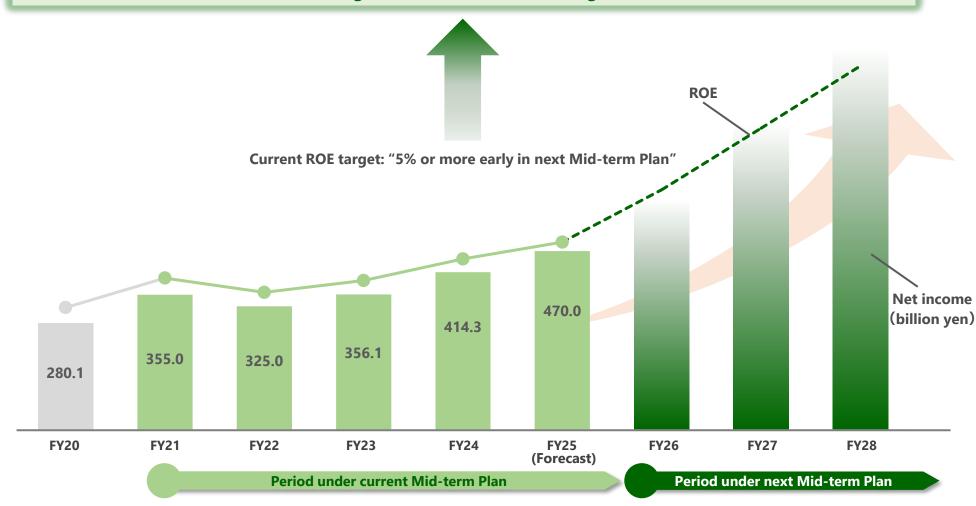


<sup>\*1</sup> Assuming care to ensure fair competition with other financial institutions and appropriate provision of services to users.

## **Direction for Next Mid-term Plan (5)**

## **Net Income Trend and Upward Revision of ROE Target**

For next Mid-term Plan, we will revise our ROE target upward in light of profit growth through the four business strategies.



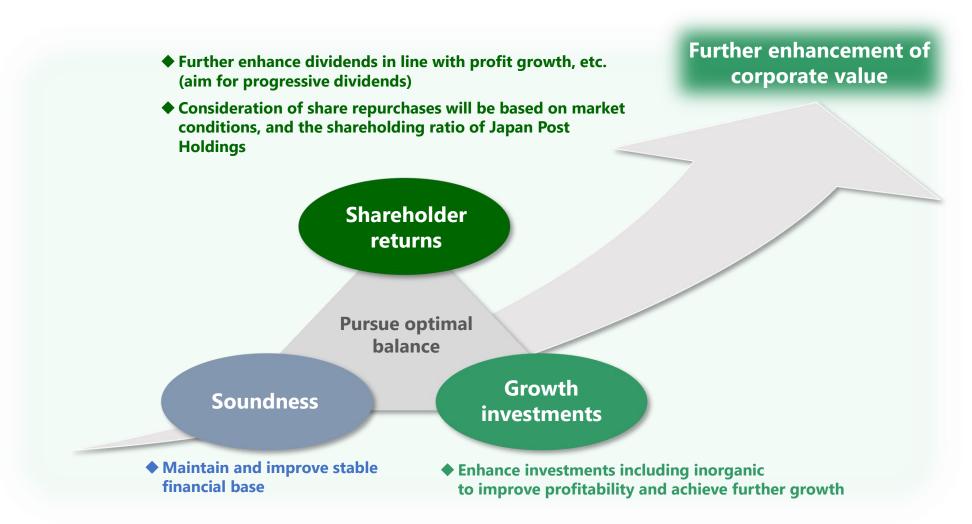




## **Direction for Next Mid-term Plan (6)**

## **Direction for Capital Policy under Next Mid-term Plan**

Anticipating solid growth in net income, we aim to achieve the optimal balance of shareholder returns, growth investments, and financial soundness.





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## **Financial / KPI Targets**

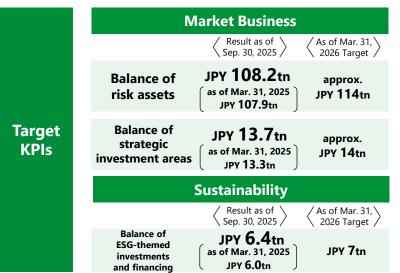
## **Progress toward achieving KPIs is on track**





	Profitability			Efficiency			Soundness	
	Result for FY2025 H1	〈 FY2025 〉 Target*1		Result for FY2025 H1	〈 FY2025		Result as of Sep. 30, 2025	As of Mar. 31, 2026 Target
Net income	JPY <b>240.3</b> bn	JPY 400.0bn or more JPY 470.0bn	OHR  (basis including gains (losses) on money held in trust	57.35%	62% or less 59% or less	Capital adequacy ratio	15.67%	approx. 10%*3  [level in normal times]
ROE  based on shareholders' equity	4.90%*2	4.0% or more 4.7% or more	General and administrative expenses	JPY (27.9)bn  (compared to FY2020 H1)	JPY (69.0)bn  (compared to FY2020	CET1 Ratio (international standar excluding unrealized gains on available-for- securities	12.43%	approx. 10%*3  [level in normal times]
			n at the time of the revision Y2025 earnings forecasts (a		May 2024).	*3 On the finalized an	d fully implemented	Basel III basis

\*2 Annualized basis



Retail Business					
	Result as of Sep. 30, 2025	As of Mar. 31, 2026 Target			
Number of accounts registered in the Yucho Bankbook App	15.07mn accounts as of Mar. 31, 2025 13.59mn accounts	16mn accounts			
Number of NISA accounts	84 ten thousan accounts as of Mar. 31, 2025 82 ten thousand accoun	ten thousand			
`					

Number of ATMs

Number of partner financial institutions available at ATMs

Of which institutions sharing ATM network platform\*4

As of Sep. 30, 2025 >

approx. 31,200

approx. 1,200

21



<sup>\*4</sup> A partnership arrangement for waiving fees when an ATM card of a regional financial institution is used at a JP Bank ATM. Terms and conditions for waiving fees are set by each financial institution.

## Market Business (1) Paradigm Shift in Portfolio Summary

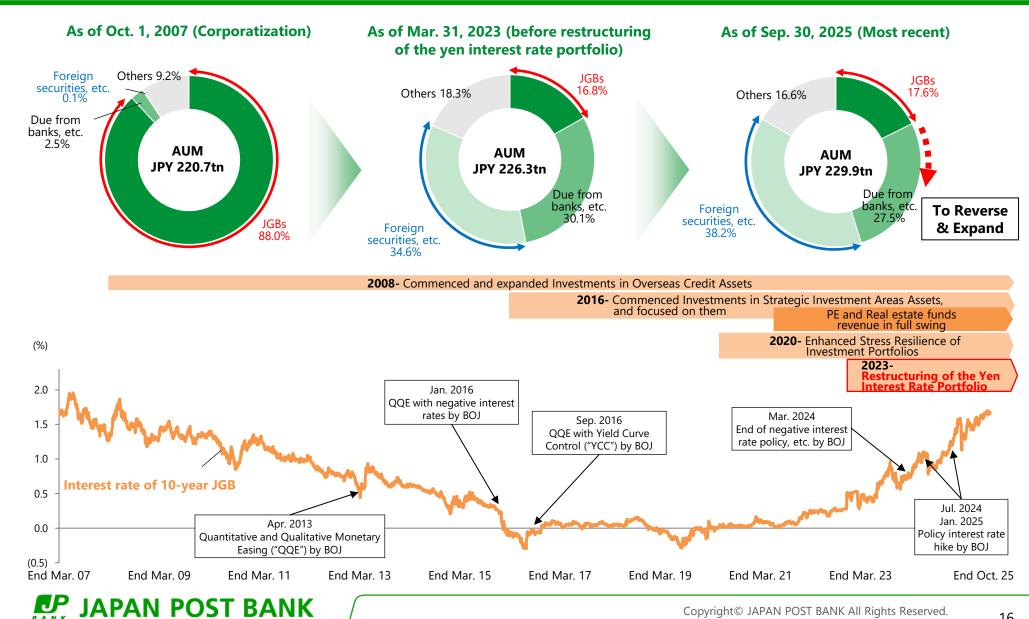
Mid-term Plan **Business** KPI

Outline of Next

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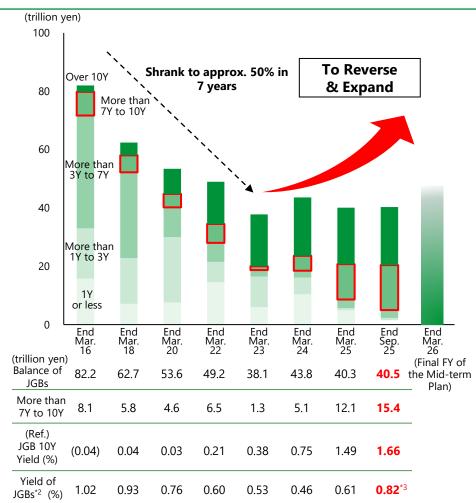
From 2023 onward, we have shifted investments from due from banks, etc. to JGBs (restructuring of the yen interest rate portfolio)



# Market Business (2) Restructuring of the Portfolio In FY2023, we reversed the balance of JGBs, turning into a phase of earnings expansion

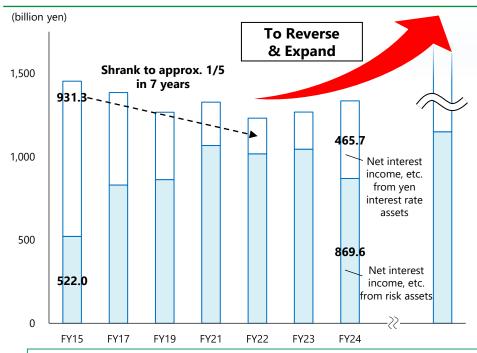


#### Balance of JGBs\*1



<sup>\*1</sup> Except JGBs in money held in trust.

## Net Interest Income, etc.\*4



- Reverse and expand net interest income, etc. from yen interest rate assets
- Ensure stable net interest income, etc. from risk assets, which had expanded under the low yen interest rate environment



<sup>\*2</sup> Simplified estimation based on the following formula.

Interest on JGBs / [ (sum of balance of JGBs at the end of the previous period and the current period) / 2 ]×100 \*3 Annualized basis.

<sup>\*4</sup> Consolidated, management accounting basis (FY2015: non-consolidated, management accounting basis). "Risk assets" consist of Japanese local government bonds, corporate bonds, loans, stocks (money held in trust), foreign securities, and strategic investment areas, etc. Yen interest rate assets and risk assets include income and expenses related to internal fund transactions among portfolios.

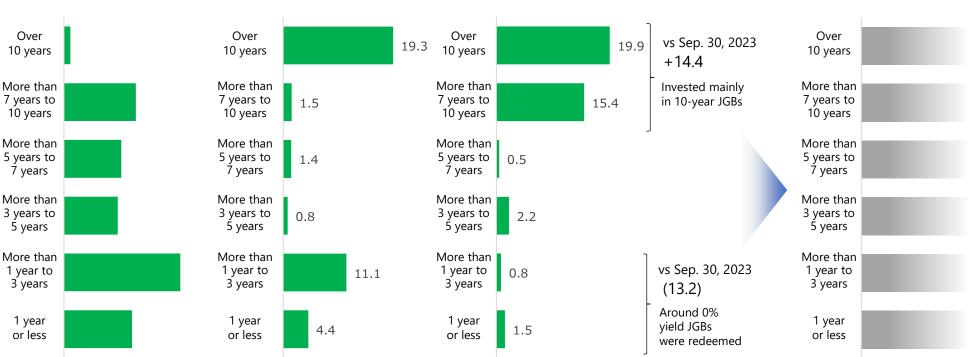
## Destruction of the Version at Deta Deutfelie is a

## Restructuring of the Yen Interest Rate Portfolio is progressing steadily

## Trends in Balance of JGBs Based on the Remaining Time to Maturity (trillion yen)



(As of Sep. 30, 2025)
Balance of JGBs: JPY 40.5tn



The duration is expected to average out through steady investment going forward

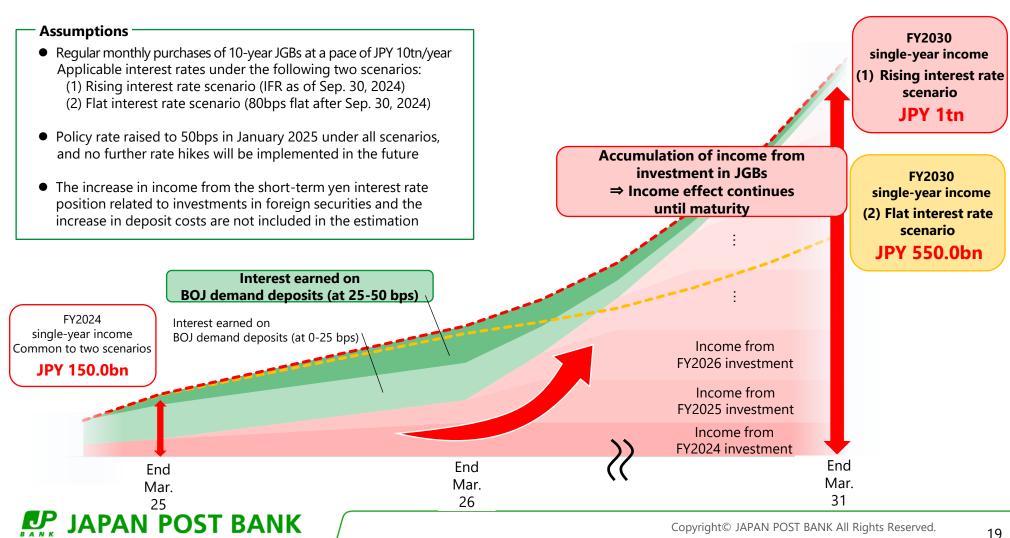


## **Market Business (4) The Simulation (repost)**

The effect of income will increase incrementally over subsequent years due to the multilayered accumulation of income from JGBs, etc.



At the start of restructuring of the Yen Interest Rate Portfolio, we simulated the effect of income from holdings of JGBs and Bank of Japan demand deposits. (The actual investment amount will vary depending on market conditions and other factors, and we do not guarantee future investment activities or income.)



Outline of Next

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## **Market Business (5) ALM Policy**

Outline of Next Progress of Summary Mid-term Plan **Business** KPI Strategy

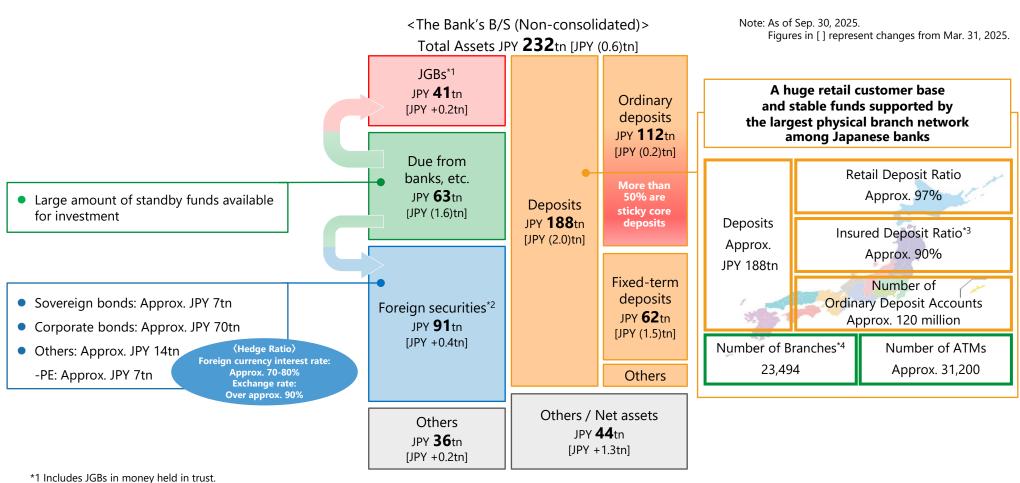
**Mid-term Plan** Management

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**Appendix** 

## We pursue a risk-tolerant investment portfolio based on a stable deposit base

We maintain and sustain a stable funding base and balance of deposits, particularly retail deposits. We pursue an optimal investment portfolio that combines yen interest assets (JGBs, due from banks, etc.) and risk assets (foreign securities, etc.) while strengthening risk management.



<sup>\*2</sup> Includes real estate funds, direct lending funds and infrastructure debt funds in money held in trust.

<sup>\*3</sup> Deposits that meet the requirement under the Deposit Insurance System in the Deposit Insurance Act divided by total deposits.

<sup>\*4</sup> As of Mar. 31, 2025, includes post offices.

# Market Business (6) Impact of Interest Rate Fluctuations\*1

Annual earnings

increase of

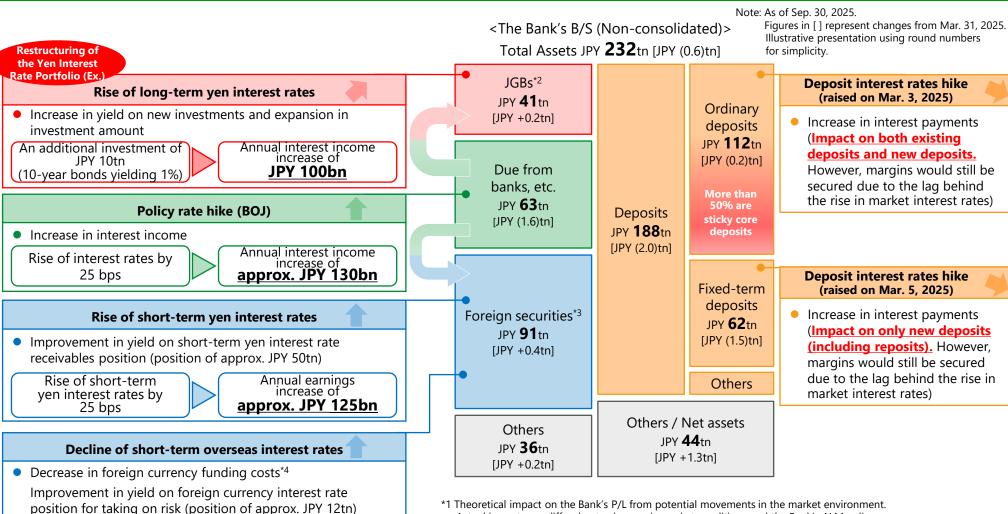
approx. JPY 60bn

Outline of Next Mid-term Plan Business

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Higher long- and short-term yen interest rates and lower short-term overseas interest rates will have a positive impact on the Bank's P/L



- Actual impact may differ due to changes in market conditions and the Bank's ALM policy.
- \*2 Includes JGBs in money held in trust.
- \*3 Includes real estate funds, direct lending funds and infrastructure debt funds in money held in trust.
- \*4 Includes assets that raise capital within the fund, and foreign currency funding costs that depend on differences in domestic and overseas interest rates.



Decline of short-term

overseas interest rates by

50 bps

## **Market Business (7) Diversified Investment**

## We will increase the balance of risk assets and balance in strategic investment areas, while remaining conscious of risk-adjusted returns

## Balance of risk assets\*1 (Non-consolidated)

## Balance of strategic investment areas\*2 (Non-consolidated)

Summary

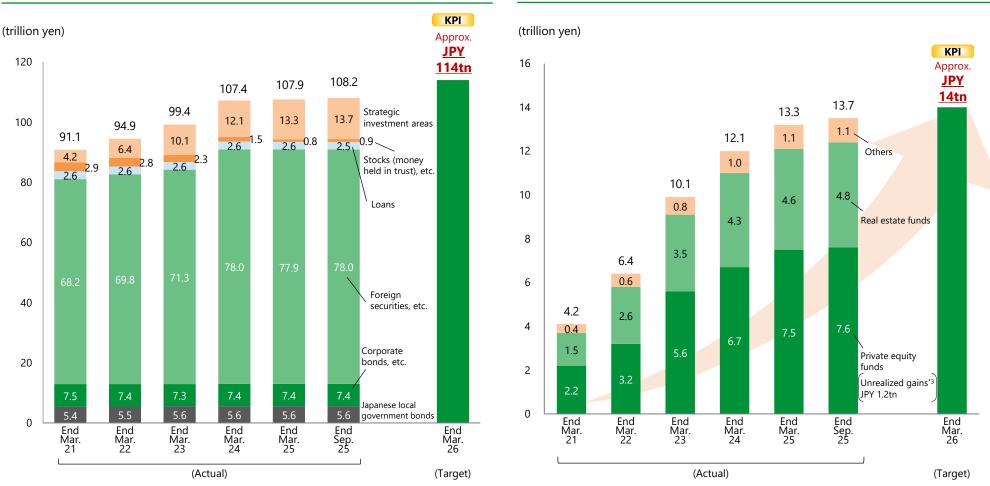
Outline of Next

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Note: The balances of private equity funds and real estate funds are calculated based on fair value, except for some assets, effective from March 31, 2023.

<sup>\*3</sup> Unrealized gains on private equity funds held in investment trusts

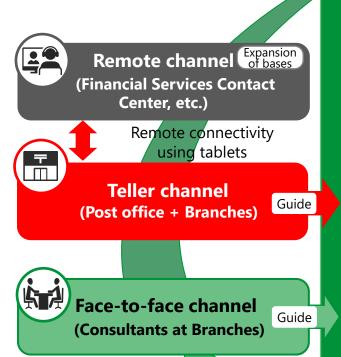


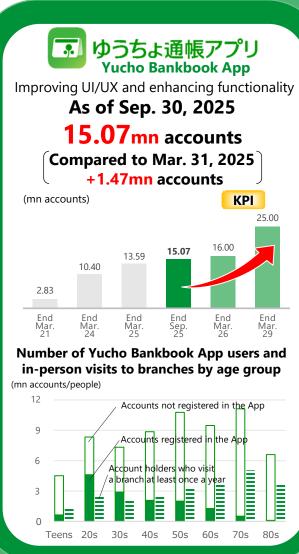
<sup>\*1</sup> Assets other than yen interest rate assets (JGBs, etc.) \*2 Private equity funds, real estate funds (equity and debt), direct lending funds, infrastructure debt funds, etc.

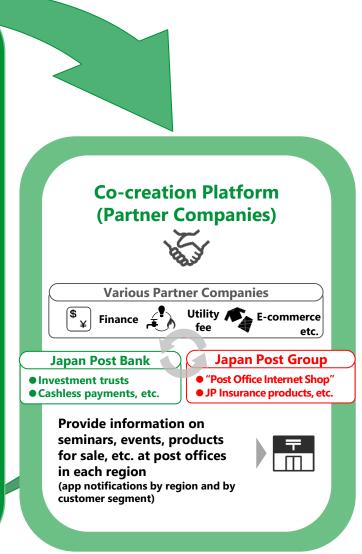
## Retail Business (1) "Phygital" Synergy

To maintain and cultivate the customer base, we will expand the users of the Yucho Bankbook App and utilize physical channels







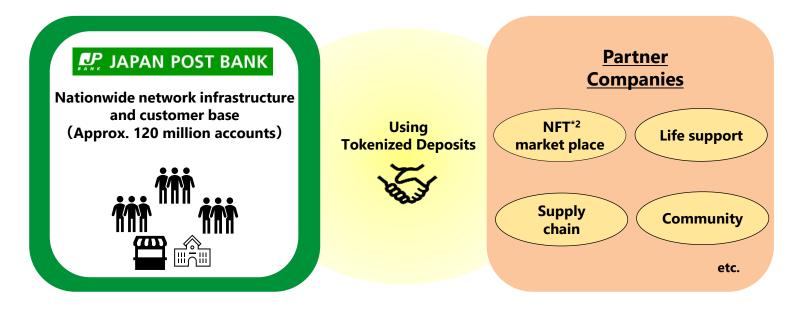


## **Retail Business (2) Initiatives for Tokenized Deposits** Using Tokenized Deposits, we aim to strengthen the customer base and expand our Co-creation platform

Outline of Next Progress of Summary Mid-term Plan **Mid-term Plan** Business Management KPI Capital Policy Strategy

We are considering launching a service of Tokenized Deposits\*<sup>1</sup> around FY2026.

Using Tokenized Deposits, we aim to increase customer convenience, strengthen the customer base, and expand our Co-creation platform.



**Increasing customer convenience and revitalizing accounts** 

Strengthening the customer base

**Expanding our Co-creation platform** 

<sup>\*2</sup> NFT is an abbreviation of "Non-Fungible Token." A token issued on a blockchain that can prove its uniqueness and cannot be replaced



**Appendix** 

<sup>\*1</sup> A system that utilizes technologies such as blockchain for bank deposits, enabling deposits to be handled digitally

## **Retail Business (3) Asset-Building Support Business**

We will expand sales via digital and remote transaction channels in addition to face-to-face sales

Summary

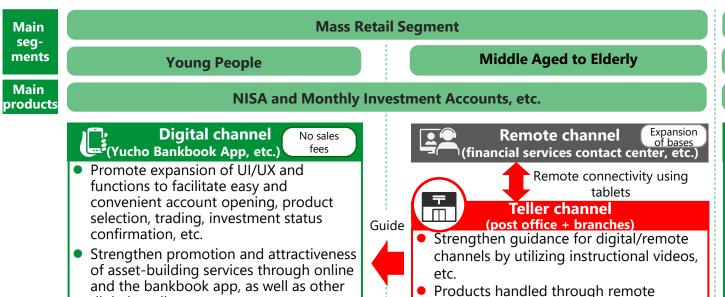
Outline of Next Mid-term Plan

KPI

Business Strategy

Management Base

Capital Policy



#### **Pre-upper Mass Retail Segment**

#### All Age Groups

Wide Range of Products (Fund Wrap, etc.)

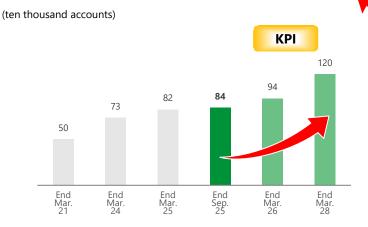


Face-to-face channel (consultants at branches)

 Provide professional and detailed consulting services by optimizing the allocation of personnel depending on marketable factors

#### **Number of NISA accounts**

digital media





connections to be expanded in stages

## Strive to capture new users of the Yucho Bankbook App, etc.

- Proactively make sales pitches and support for the Yucho Bankbook App to customers of all ages who visit our branches
- Make use of online promotions, etc. to expand use of the app

# Σ Business: Full-scale Launch "A new corporate banking business that creates the future of society and communities through investment" is now fully underway

We create a "Co-creation platform" through partnerships and collaborations with various partners such as regional financial institutions. We promote GP\* business in co-creation with regional economies, with JAPAN POST BANK CAPITAL PARTNERS Co., Ltd., established in May 2024, at the core.

#### Σ Business: Full-scale launch from FY2024

#### GP business in co-creation with regional economies

- ✓ Promoting co-creation with regional financial institutions, etc. for the development of society and regional economies
- Carefully identifying regional funding needs by utilizing the Bank's nationwide network
- ✓ Providing equity funds from a medium- to long-term perspective by utilizing the Bank's stable funding base
- ✓ Accompanying and supporting investee companies to help them achieve growth and resolve issues

#### **Investment business**

Planning to establish JVs and subsidiaries with fund companies, trading companies, etc.

JAPAN POST BANK CAPITAL PARTNERS Co., Ltd. (wholly owned subsidiary)



Co-Partners

Utilize the nationwide network



**GP** business



Collaboration with co-partners

Business succession and business revitalization investment

Venture capital investment

**ESG** investment

#### Deal sourcing

Identifying customers with a willingness to grow in the region and support them actively

#### Marketing support

Propose products of investee companies that have potential to create new markets

\* GP (General Partner): Fund management entity responsible for selecting projects, making investment decisions, etc.

#### **Key Initiatives to Date**

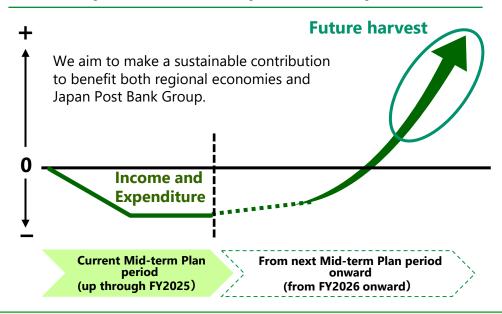
Promoting our investment business with paying attention to **the quality of investments**, rather than pursuing investment volumes.

Promoting the accumulation of investment track records through joint funds with our co-partners.

Making preparations and considerations for the solo GP business.

- ✓ May 2024: Established JAPAN POST BANK CAPITAL PARTNERS Co., Ltd.
- ✓ Aug. 2024: Established a joint GP fund with J-Will Group, LP investment
- ✓ Jan. 2025: Established a joint GP fund with MITSUI & CO., LTD., LP investment

## Roadmap for income and expenditure (Simple Illustration)

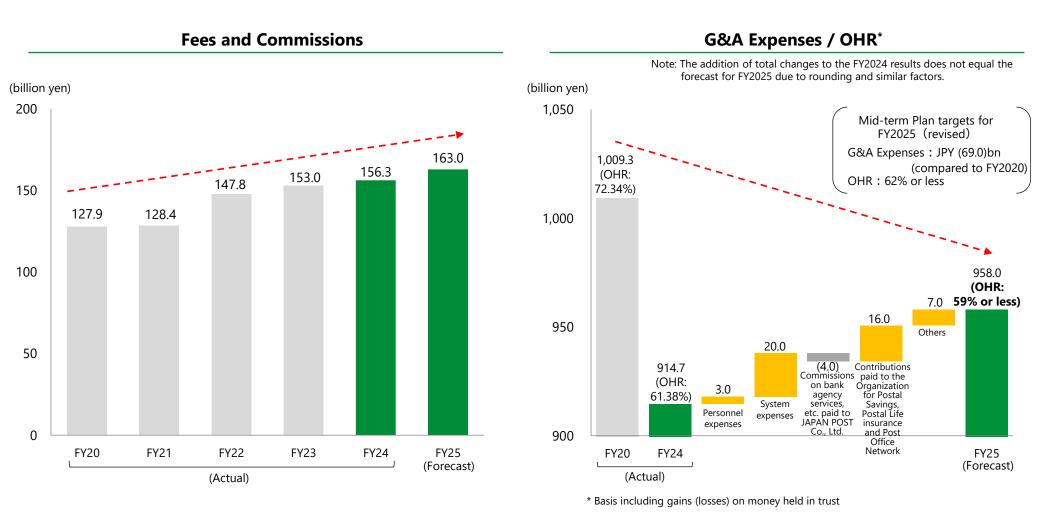




## Fees and Commissions / G&A (Consolidated)

## We aim to increase net fees and commissions steadily. While G&A will increase due to growth investments, etc., we aim to improve OHR

Net fees and commissions for FY2025 is expected to increase mainly due to an increase of remittances through Zengin Net. While G&A expenses is planed to increase due to growth investments, etc., OHR continues to improve. While making necessary growth investments, we are continuing our efforts to further reduce OHR.



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## Management Base (1) IT Investment Plan

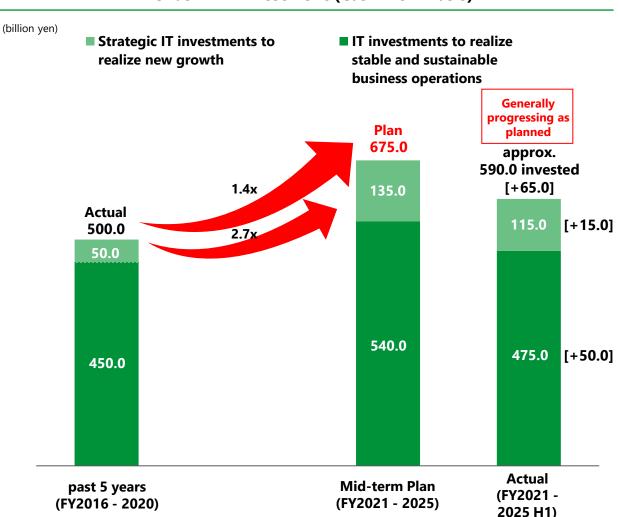
Outline of Next Summary KPI Strategy



**Appendix** Capital Policy

We promote aggressive and efficient IT investment in strengthened areas

#### **Trends in IT Investment (Cash Flow Basis)**



Note: The actual results (on preliminary basis) for FY2025 H1 are given in square brackets.

**IT Investments** 

The Bank promotes IT investment to strengthen the business base

- IT investments totaling approx. JPY 675.0bn are planned over the five years of the Mid-Term Plan
- From FY2024 onward, we continue to promote "a study on the future vision of a sustainable system that can address changes in the social and business environment"

**Main projects** FY2025 H1

- Digital channel support for retail JGB sales (May 2025)
- Renewal of Japan Post Bank Operational System (May 2025)
- Renewal of Japan Post Bank Informational System (May 2025)
- Developing international remittance system for the new SWIFT format (July 2025)

Main projects FY2025 H2-

- Full-scale introduction of a tablet application system for investment trusts (gradually from Oct. 2025 onward)
- Introduction of "Japan Post Bank PCs" and system infrastructure (Jan. 2026-)
- Utilization of a cloud service for FAQ and knowledge system for call centers (Jan. 2026-)

Note: The scheduled service commencement date for each project is specified in parentheses.



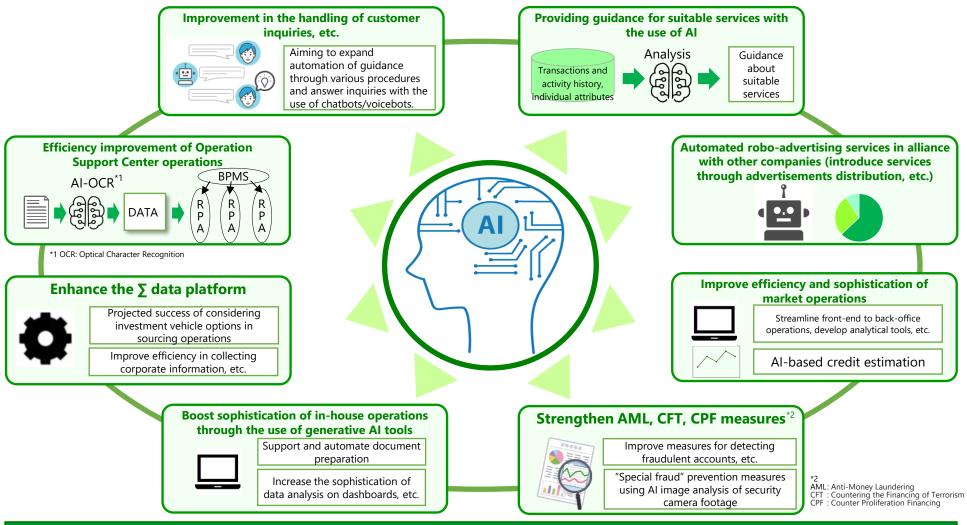
## Management Base (2) Evolve Operations With the Use of Al

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## Aiming to improve productivity by utilizing AI, pursuing business transformation, and identifying profit-earning opportunities

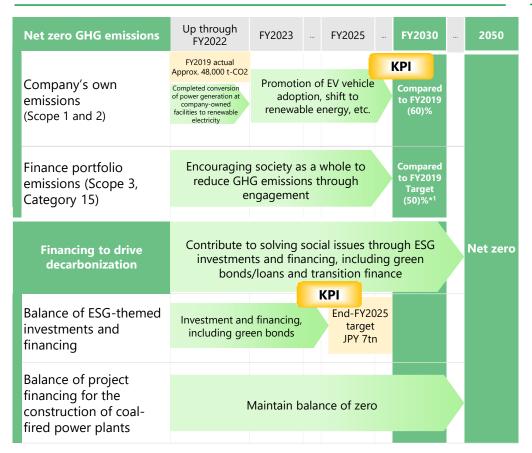


Catch up with advanced technologies and leading examples, and build a system to deploy them within the company, combined with initiatives to further enhance IT governance (e.g., establish communication channels with system partners, establish an organization to accelerate digitalization of internal departments and provide relevant consultation, etc.)

## Management Base (3) Sustainability Management

We steadily promote initiatives to achieve "net zero GHG emissions by 2050", and support decarbonization efforts through financing

## Roadmap to decarbonization



<sup>\*1</sup> Emissions per investment unit (JPY 100mn) (t-CO2/JPY 100mn)

Note: See below to download various reports regarding sustainability. https://www.jp-bank.japanpost.jp/en/sustainability/report/

## Balance of ESG-themed investments and financing\*2

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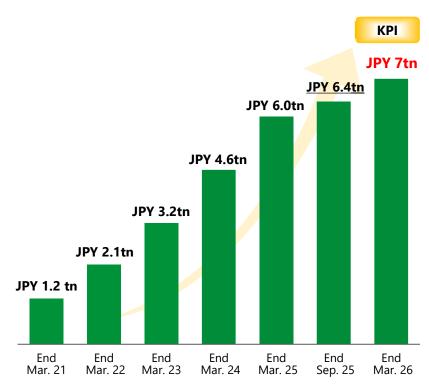
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<sup>\*2</sup> ESG bonds (green bonds, social bonds, sustainability bonds, transition bonds, etc.), loans to the renewable energy sector, regional revitalization funds, etc.

#### Reduction in use of business forms

**KPI** 

We aim to reduce the amount of business forms used by 20% by FY2025 (compared to FY2020) by computerizing various procedures, etc.



## Management Base (4) Human Capital Management We are building a "lively and exciting" company together with our employees to improve our corporate value

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#### **Management Strategy**

### **Human Resource Strategy**

Purpose / Management philosophy / Mission Management strategies Management strategies and our vision of human capital Individuals who share JAPAN POST BANK's purpose, management philosophy, and mission, and who are willing to take on the challenge of financial innovation while learning to understand change and aspire to achieve it. Full-scale Strengthening Market Retail business launch of the business the management innovations enhancement Σ Business base Linkage

**Human resource strategy** 

1st pillar: Encourage growth Nurture self-motivated employees **Actively recruit professionals** Provide support for

Strengthen cybersecurity human resources (increase the number of cyber professional certification holders) **Maximize** 

human capital performance through a human resource strategy Promote problem-solving tailored to built around three pillars each age group and organization

Further support women's participation and advancement in the workplace

Create

an environment that supports individuals

taking on challenges

2<sup>nd</sup> pillar: Discover abilities Strategic allocation of human resources

the activities of

senior employees

**Diversity management** Improve engagement

3rd pillar: Effectively utilize diversity

https://www.jp-bank.japanpost.jp/en/ir/financial/en ir fnc annualreport.html

For more information, please refer to pages 58-65 of 'Annual Report 2025' available at the link below.

## **Management Base (5) Corporate Culture Reform**

By reflecting the voices of customers and employees in the way we manage the company, we will maximize organizational results



Progress of **Mid-term Plan Management** 

**Appendix** 

Capital Policy

#### **Stakeholder Engagement Committee -ECHO-**Accelerate customer and employee feedback loops and directly utilize in management Customers' Vol "Customer Feedback" "Employee Feedback" **Subcommittee Subcommittee Organizational Culture Creation of New Business Improvement Project Team Project Team** Proposing Creating a Engaging Workplace New Products and Services **Productivity Improvement Existing Business Improvement Project Team** Project Team Verification of Creating **Existing Products and Services** a Comfortable Workplace **Vice Chairperson Vice Chairperson Deputy President, Representative Executive Officer** Deputy President, Representative Executive Officer Kenji Ogata **Harumi Yano** Chairperson President & CEO, Representative Executive Officer

Takavuki Kasama Members from different departments, positions, and years of experience sincerely listen to both "customer feedback" and "employee feedback," and

## **Employee Mindset Shift**

Promote communication between employees and management and build a strong sense of community

#### Company Town Hall Meeting "COMPASS 2025"

Conducted an initiative to communicate the President & CEO's thoughts directly to employees for the second consecutive year since appointment. This effort aimed to bridge the gap between the leader and employees, and foster unity.







## **Nationwide Tour by the President & CEO**

The President & CEO visited employees nationwide to exchange opinions.







By reflecting the voices of customers and employees in the way we manage the company, we will maximize organizational results

make bottom-up proposals to the management.

# Capital Policy (1) Capital Allocation and Risk Control We will utilize capital to improve ROE, while maintaining sufficient financial soundness

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KPI

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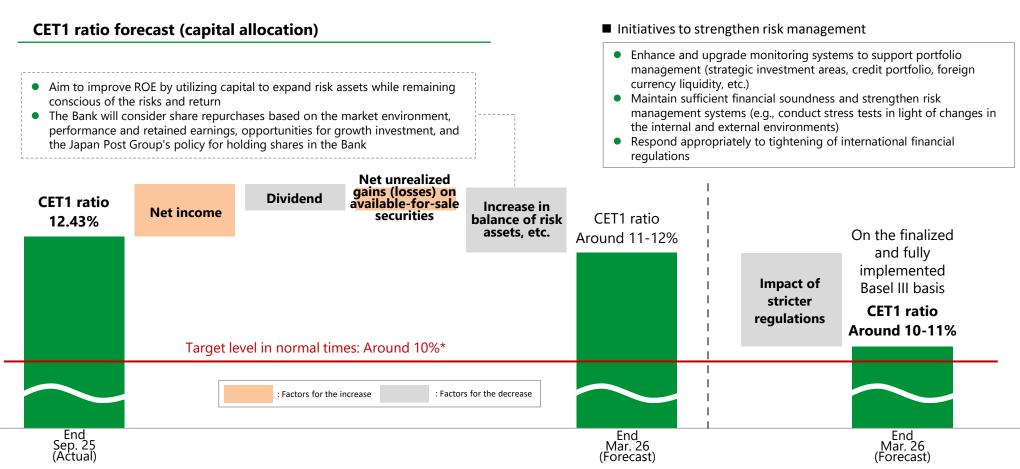
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Target CET1 ratio set at "around 10%" in normal times. We aim to improve ROE by building up the balance of risk assets, paying attention to risk-return metrics, and utilizing capital to return profits to shareholders, while maintaining sufficient financial soundness. We will further strengthen risk management in line with an increase in the balance of risk assets and balance in strategic investment areas.

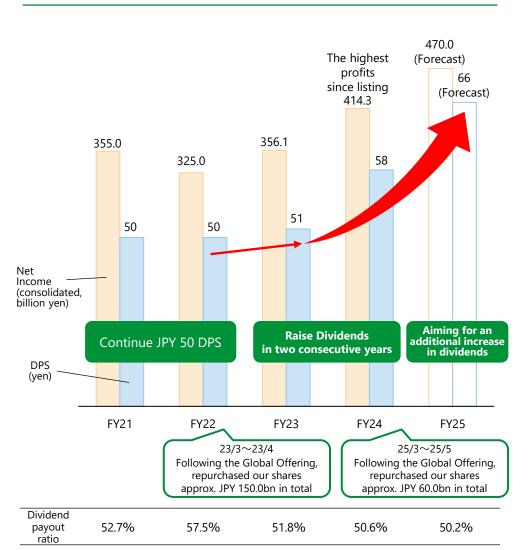


Excluding unrealized gains on available-for-sale securities. In light of the finalization of Basel III regulations (full implementation) at the end of FY2028, the goal is to secure capital requirements equivalent to a fully applied basis from the end of FY2025 onward. If the amount temporarily falls below the target level due to an increase in unrealized losses on available-for-sale securities, we will aim to replenish capital to the target level by adjusting assets under management, etc. Although the Bank is a domestic bank (required to maintain a capital adequacy ratio of 4% or more), due to the size of its overseas credit exposure and other factors, the Bank has set a target CET1 ratio of approximately 10% in normal times, based on the idea of aiming for the same level of capital management as large domestic financial institutions.

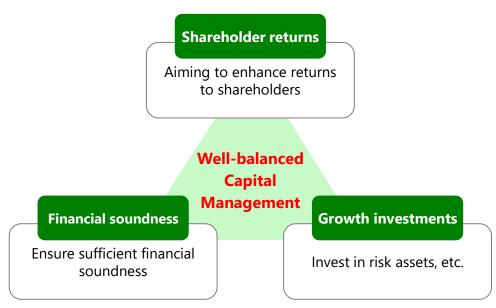


# Capital Policy (2) Shareholder Return Policy We aim to raise dividends in line with profit growth, based on our shareholder return policy

#### **Increase Dividends in Line with Profit Growth**



## **Basic Thought Process**



#### [Shareholder Return Policy]

- Considering the balance between shareholder returns, financial soundness, and investment for growth, our basic policy is to maintain a consolidated dividend payout ratio of approximately 50% during the period of the Mid-term Plan (FY2021-2025)
- However, keeping in mind the stability and sustainability of dividends and targeting a consolidated dividend payout ratio of 50% to 60%, we are increasing our initial dividend per share (DPS) forecast for FY2024, JPY 52

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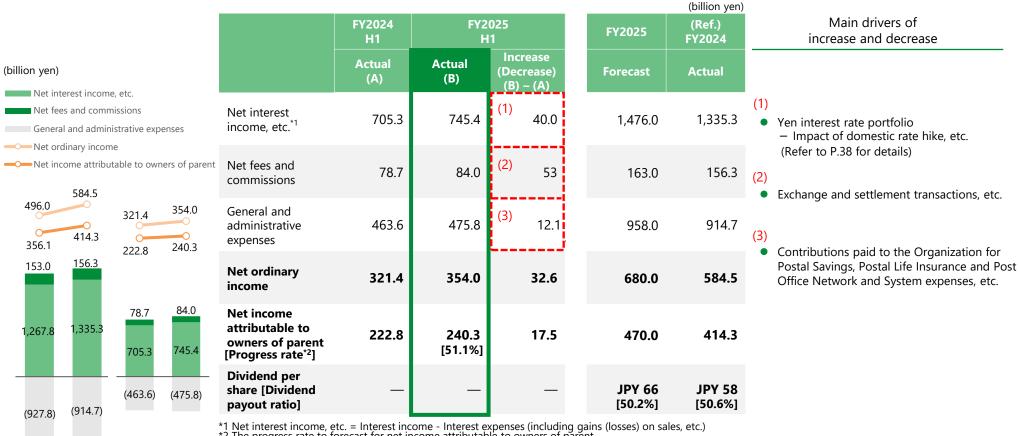
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## **Results for FY2025 H1 (Consolidated)**



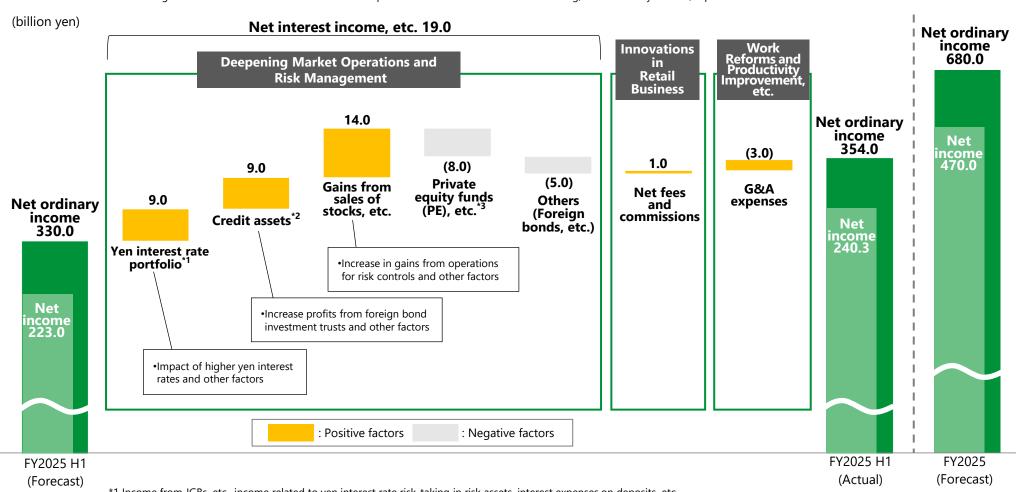
\*2 The progress rate to forecast for net income attributable to owners of parent

FY24 H1 FY25 H1 FY23 FY24



## Causes of Changes in Net Ordinary Income (Consolidated) [FY2025 H1 Forecast vs FY2025 H1 Actual]

Note: The addition of total changes to the forecast for FY2025 H1 does not equal the FY2025 H1 results due to rounding, other ordinary income/expenses and similar factors.



<sup>\*1</sup> Income from JGBs, etc., income related to yen interest rate risk-taking in risk assets, interest expenses on deposits, etc.

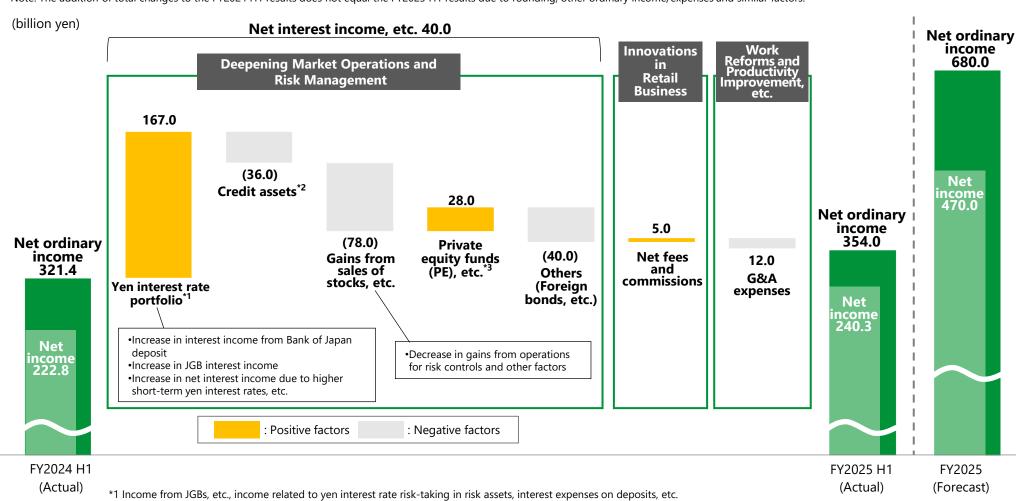
<sup>\*3</sup> Income related to PE and real estate funds (equity) (excluding income related to yen interest rate risk-taking)



<sup>\*2</sup> Income related to foreign bond investment trusts, in-house corporate bonds, real estate funds (debt), direct lending funds, etc. (excluding income related to yen interest rate risk-taking)

### Causes of Changes in Net Ordinary Income (Consolidated) [FY2024 H1 Actual vs FY2025 H1 Actual]

Note: The addition of total changes to the FY2024 H1 results does not equal the FY2025 H1 results due to rounding, other ordinary income/expenses and similar factors.



<sup>\*3</sup> Income related to PE and real estate funds (equity) (excluding income related to yen interest rate risk-taking)



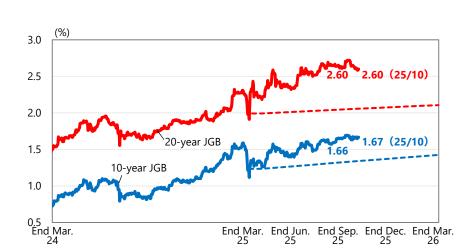
<sup>\*2</sup> Income related to foreign bond investment trusts, in-house corporate bonds, real estate funds (debt), direct lending funds, etc. (excluding income related to ven interest rate risk-taking)

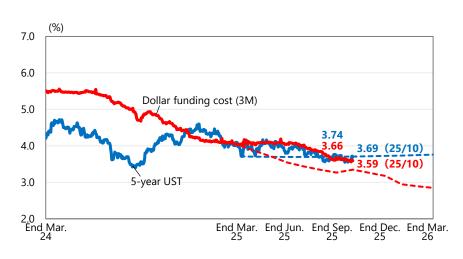
## **Market Situation**

## Market environment has been stable; domestic interest rates remain above assumptions

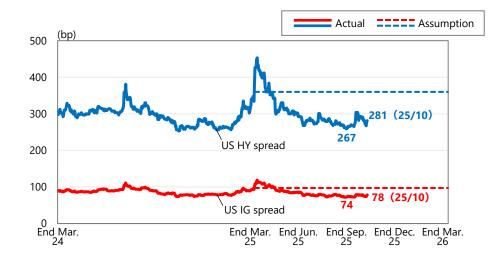


## **Domestic and Foreign Interest Rates / Dollar Funding Cost**





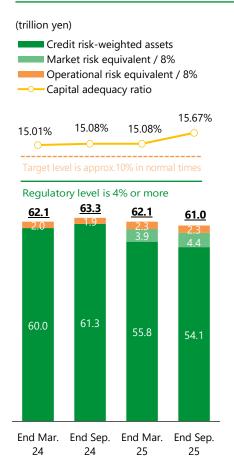
## **US IG and HY Spread / US Dollar-Yen Rate**







## Capital Adequacy Ratio and CET1 (Common Equity Tier1 Capital) Ratio (Consolidated)



			(billion yen)	
	As of Mar. 31, 2025 (A)	As of Sep. 30, 2025 (B)	Increase (Decrease) (B) – (A)	Main drivers of increase and decrease
Capital adequacy ratio	15.08%	15.67%	0.59%	(1)
Total capital	9,373.8	9,568.7	(1) 194.8	<ul><li>Due to the profit for FY2025 H1</li></ul>
Risk-weighted assets	62,131.0	61,026.3	(1,104.7)	
Credit risk-weighted assets	55,817.5	54,169.1	(1,648.3)	
Market risk equivalent / 8%	3,970.9	4,473.7	502.7	
Operational risk equivalent / 8%	2,342.6	2,383.4	40.8	
			•	

Notes: 1. The finalized Basel III basis (from March 31, 2025).

<sup>2.</sup> The market risk equivalent is calculated using the standardized approach (from March 31, 2025).

			(trillion yen)	
	As of Mar. 31, 2025 (A)	As of Sep. 30, 2025 (B)	Increase (Decrease) (B) – (A)	
CET1 ratio (estimate)	11.77%	12.43%	0.66%	
Excluding unrealized gains on available-for-sale securities	11.77%	12.43%	0.66%	(2)
Total capital	8.2	8.6	(2) 0.4	Decrease in net unrealized losses or
Risk-weighted assets	69.9	69.8	(0.1)	<ul><li>available-for-sale securities</li><li>Due to the profit for FY2025 H1</li></ul>

Notes: 1. Calculation for some items in the CET1 ratio are simplified.

<sup>2.</sup> The CET1 ratios are on the finalized Basel III basis.



(+villian ......)

Appendix

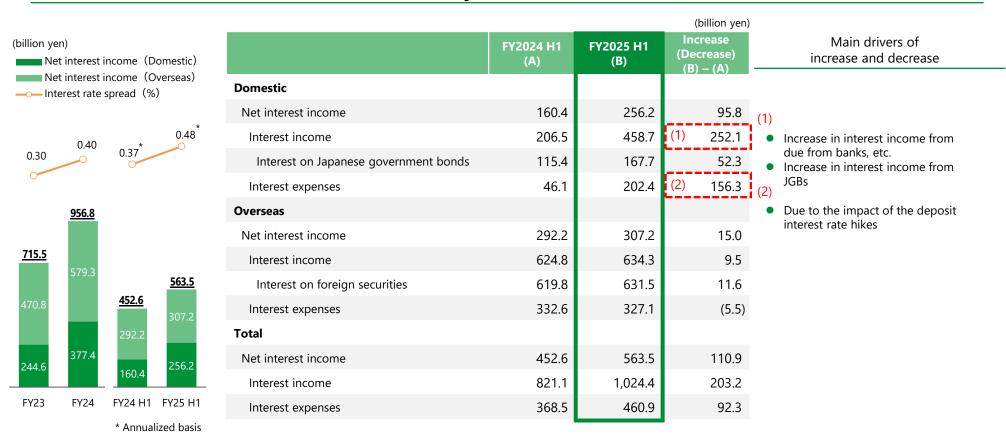
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## Net interest income increased mainly due to rising yen interest rates

### **Income Analysis (Non-consolidated)**



Notes: 1. "Domestic" represents yen-denominated transactions while "overseas" represents foreign currency-denominated transactions (except that yen-denominated transactions with non-residents of Japan are included in "overseas").

<sup>3.</sup> Net interest income includes net income related to strategic investment areas (six months ended September 30, 2025, JPY 78.4 billion; six months ended September 30, 2024, JPY 83.7 billion). Furthermore, net income related to strategic investment areas also contributes to non-recurring gains(losses).



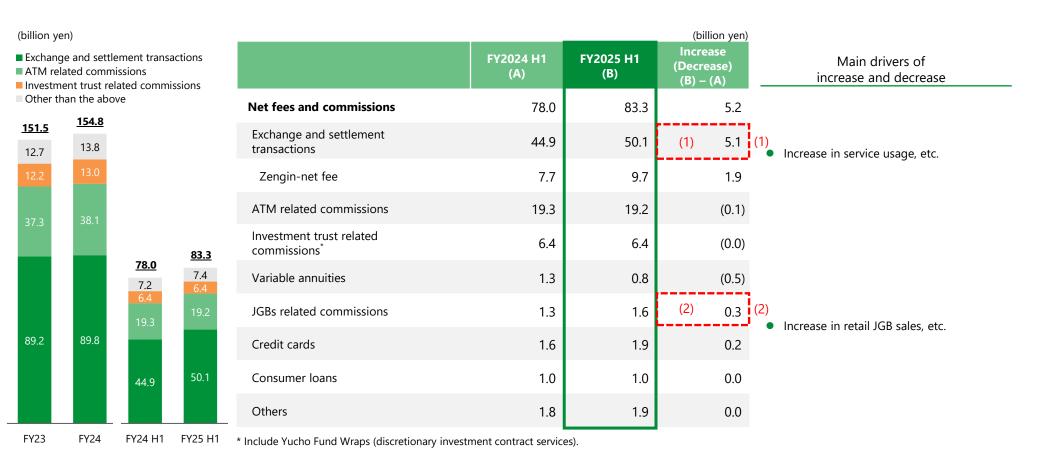
<sup>2.</sup> Interest income from "domestic" and expenses from "overseas" include interest on transactions between "domestic" and "overseas", respectively. The interest is offset to calculate totals.

## Governance

#### Privatization

## Net fees and commissions have steadily increased

### **Fees and Commissions (Non-consolidated)**





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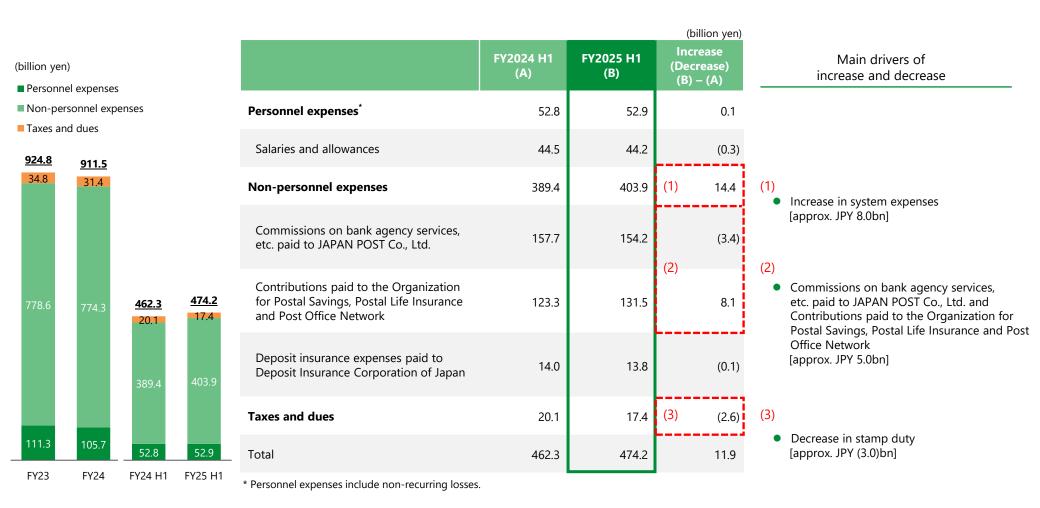
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## While expanding growth investments, we have restrained regular expenses

**G&A Expenses (Non-consolidated)** 





## **Deposit Balance**

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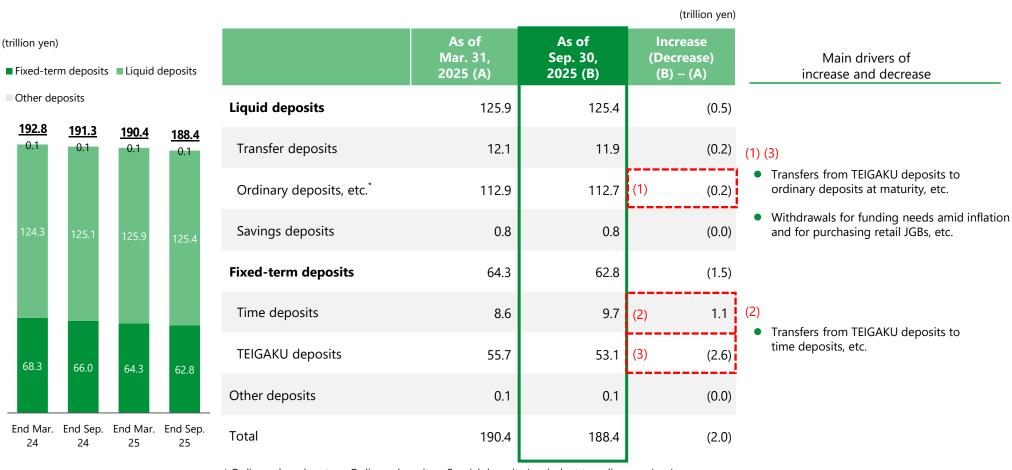
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Governance

#### Privatization

## Deposit balance decreased by JPY 2.0 tn compared to the end of March 2025

#### **Deposit Balance (Non-consolidated)**







## **Investment Assets**

(trillion yen)

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## We have managed our portfolio in a timely and appropriate manner

#### **Investment Assets (Non-consolidated)**

<b>■</b> J	■ Japanese government bonds								
■ Japanese local government bonds, corporate bonds, etc.									
■ F	Foreign securities, etc.								
<b>I</b>	■ Money held in trust								
	oans								
= [	Due from I	banks, etc.							
Short-term investments and others									
	231.0	<u>235.5</u>	230.2	229.9					
	13.7	12.4	12.9						
	15.7		12.9	12.1					
	57.8	65.2	64.8	63.2					
			04.0	33.2					
	6.8	4.2	2.1	4.5					
	6.8 6.1	4.2 6.0	3.1 5.7	4.5 5.7					
	86.6	86.8	87.4	87.8					
	00.0		07.4	07.0					
	15.9	16.0	15.7	15.8					
			13.7	13.3					
	43.8	44.7	40.3	40.5					
			70.5	- <del>-</del> -0.5					
_					_				
Е	End Mar. End Sep. End Mar. End Sep.								

_			(billion yen)	
	Balance As of Sep. 30, 2025	%	vs Mar. 31, 2025	Main drivers of increase
Securities	144,267.1	62.7	701.7	
Japanese government bonds	40,559.0	17.6	<del>(1)</del> 216.3	
Japanese local government bonds, corporate bonds, etc.*1	15,839.9	6.8	43.6	<ul> <li>Accumulation of balances</li> </ul>
Foreign securities, etc.	87,868.1	38.2	441.7	
Foreign bonds	27,999.5	12.1	175.7	
Investment trusts*2	59,711.9	25.9	274.6	
Money held in trust	5,729.5	2.4	7.5	
Domestic stocks	651.2	0.2	34.6	
Loans	4,527.2	1.9	(2) 1,396.6	
Due from banks, etc.*3	63,264.6	27.5	(1,623.4)	<ul> <li>Increase in loans to governments</li> </ul>
Short-term investments and others*4	12,121.2	5.2	(817.5)	
Total	229,909.8	100.0	(335.0)	

short-term corporate bonds, Japanese corporate bonds and Japanese stocks.



<sup>\*2</sup> Investment trusts are mainly invested in foreign bonds. Investment trusts include private equity funds, etc.

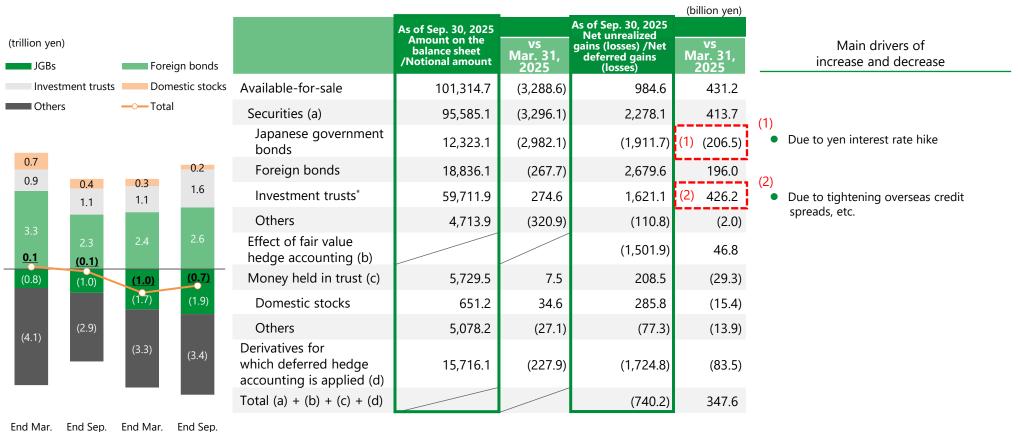
<sup>\*3 &</sup>quot;Due from banks, etc." consists of Bank of Japan deposits and monetary claims bought.

<sup>\*4 &</sup>quot;Short-term investments and others" consists of call loans and receivables under resale agreements, etc.

# Unrealized Gains (Losses) on Financial Instruments Unrealized Gains (Losses) are improving, although they remain negative due to rising yen interest rates

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## **Available-for-sale Securities (Non-consolidated)**



<sup>\*</sup> Investment trusts are mainly invested in foreign bonds. Including unrealized gains on private equity funds (as of September 30, 2025, JPY 1,204.7bn; as of March 31, 2025, JPY 1,106.9bn).



25

24

24

25

## **Exposure Profile of Investment Assets**

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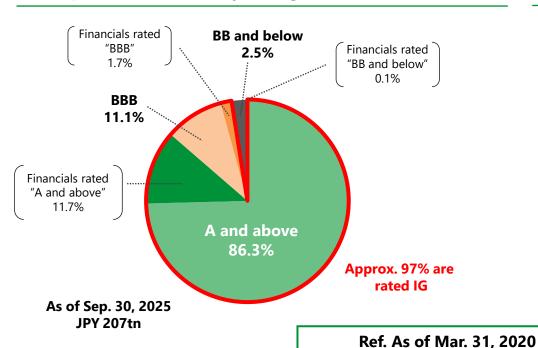
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## We ensure investment stability through high-quality, highly-rated assets

## **Exposures Classified by Ratings (Non-consolidated)**

## **Exposures Classified** by Sector and Region (Non-consolidated)



BB and below

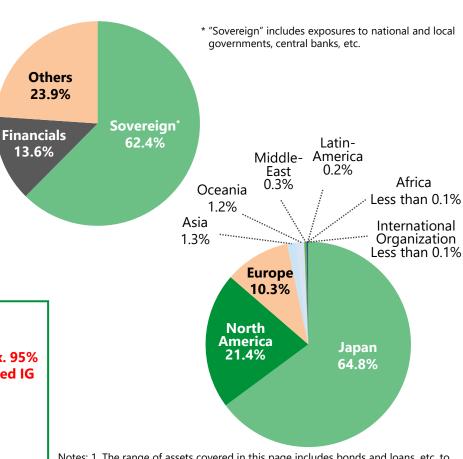
5.4%

A and above

84.7%

**BBB** 9.8%





- Notes: 1. The range of assets covered in this page includes bonds and loans, etc. to sovereign entities, financial institutions and industrial corporations.
  - 2. Exposures are calculated on the management accounting basis.
  - 3. Rating categories are calculated based on the Bank's internal ratings and the external ratings.



## **Investment Policy (Risk Appetite)**

#### Outline of Next Progress of Summary Mid-term Plan Mid-term Plan Growth Results

We conduct portfolio management flexibly while adopting to changes in the market environment and strengthening the risk tolerance

Governance

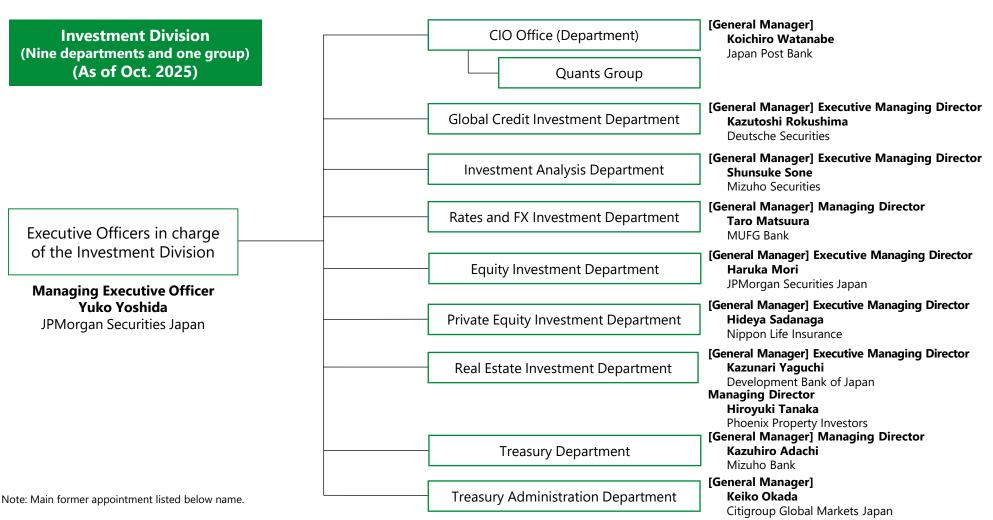
Appendix Privatization

		Appe (Domestic)	etite (Overseas)	Medium-term investment policy
	Interest	<b>#</b>	<b>→</b>	<ul> <li>Continue to restructure the portfolio of yen interest rate assets, taking into account the Bank of Japan's monetary policy trends</li> <li>For overseas interest related assets, take on and/or curb risk according to market conditions</li> </ul>
	IG	-	<b>→</b>	<ul> <li>In the investment grade (IG) area, invest with a focus on the income prospects</li> </ul>
Credit	CLO	_	<b>→</b>	of yen interest rate assets  Continue to invest in CLOs, while paying attention to market share
	нү	_	*	<ul> <li>Invest selectively in the high yield (HY) area while monitoring market conditions, etc.</li> </ul>
	Stocks	-	<b>→</b>	Take on and/or curb risk according to market conditions
	Foreign exchange	_	<b>→</b>	Take on and/or curb risk according to market conditions
St	Private equity funds	-	<b>→</b>	
rategici	Real esta	-	<b>→</b>	<ul> <li>As strategic investment areas have grown to a size that will make a full-scale</li> </ul>
investm	nds Debts	_	<b>→</b>	contribution to overall earnings, control the balance in consideration of the impact on risk assets, while continuing with the policy of selectively investing
Strategic investment areas	Direct lending funds	_	<b>→</b>	in quality funds from a medium- to long-term perspective
SE	Infrastructure debt funds	_	-	

## **Building a Strong Operational Structure (1)**

A variety of specialized personnel from within and outside the company are assigned and actively engaged in training

A variety of specialized personnel from within and outside the company are assigned as General Manager-level management. They are actively engaged in training young employees, as well as passing on their expertise.



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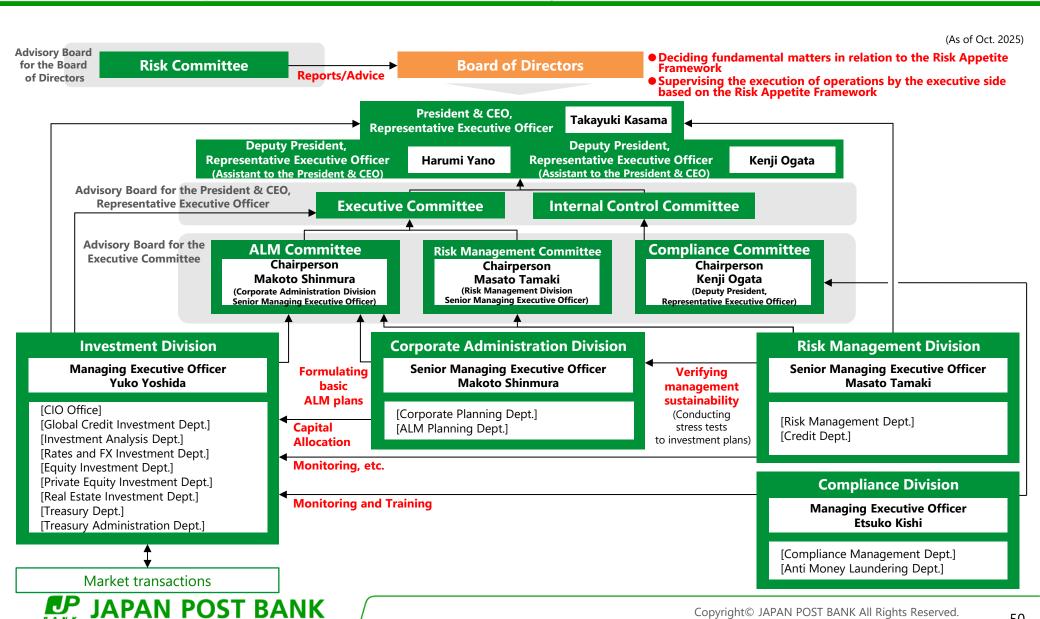
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Privatization

## **Building a Strong Operational Structure (2)**

#### Outline of Next Progress of **Appendix** Summary Mid-term Plan Mid-term Plan Growth Results Governance Privatization Strategy

## We ensure adequate checks and balances by each division



# Private Equity Investments (1) Current Status Unrealized Gains is JPY 1.2tn. Net Realized Gains \*1 reach cumulative JPY 1tn

<Balance>

## **Return Target/Actual Results**

#### **Status of Balance and Net Realized Gains**

#### [Target]

- Net\*2 IRR : 8.0%
- Net\*2 TVPI: 1.30x
   (TVPI: Total Value to paid in)
- Net Realized Gains: JPY 200bn or more per annum

[Actual Results] (as of Sep. 30, 2025)

- Net\*2 IRR
- Net\*2 TVPI \(\frac{1.28x}{}

8.1%

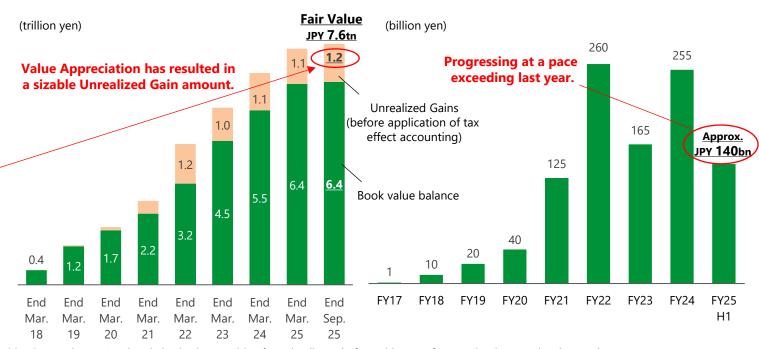
The net IRR remains ahead of original plan.



(For each PE fund, investee companies are valued using methods such as EV/EBITDA multiple method or discounted cash flow (DCF) method based on their individual circumstance, and valuation fluctuations tend to be milder, as compared to the stock price fluctuations for listed companies.)

#### <Net Realized Gains>

The Net Realized Gains recognized in various financial results are the Net Realized Gains of PE funds up to approx. six months ago.



<sup>\*1</sup> The sum of interest/dividends derived from securities (interest income) and capital gains/losses arising from the disposal of securities net of cost (gains (losses) related to stocks).

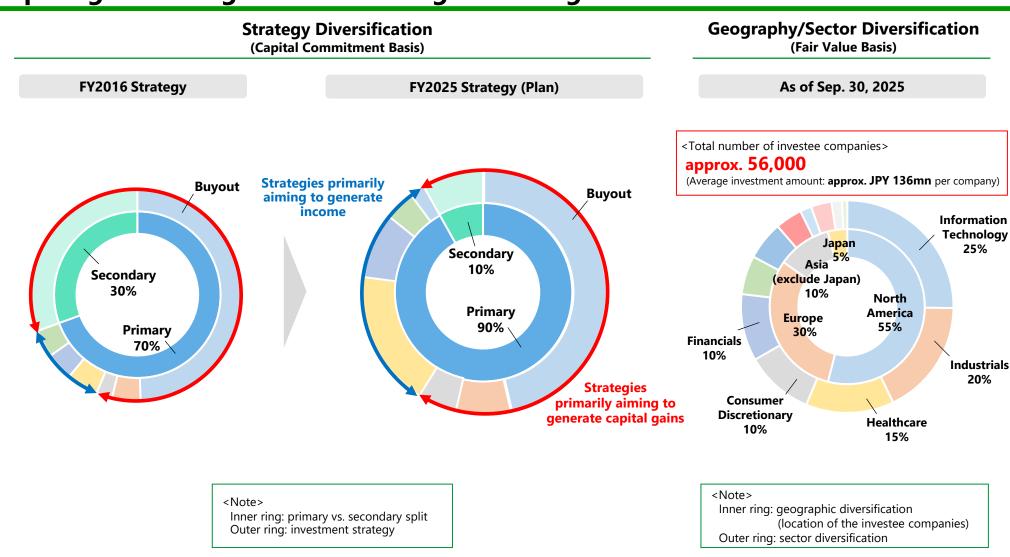
<sup>\*3</sup> In case of fund of funds such as secondary fund of funds, valuation used may be based on valuation reports from six months ago.



<sup>\*2</sup> After deduction of expenses; Japanese yen basis

## Private Equity Investments (2) The Portfolio To earn stable returns, we aim to balance capital gain strategies and income gain strategies\*





<sup>\*</sup> Investment strategies focused primarily on generating income, such as infrastructure investments and mezzanine investments.



## AUM of approximately JPY 4.9tn, and net realized gains have increased

#### **Return Target/Actual**

#### Status of Balance and Net Realized Gains\*1

<Net Realized Gains>

## [Target]

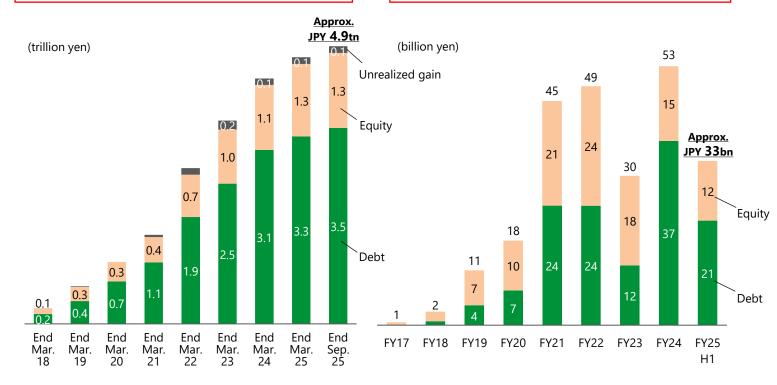
- Equity Net\*2 IRR: 5-6%
- Debt **Excess spread to the** corporate bond with equivalent credit risk

#### [Actual (as of Sep. 30, 2025)]

- Equity Net\*2 IRR: 4.7%
- Debt **Excess spread of** approx. +90bps over IG corporate bond spreads



The reported net realized gains generally lags three months behind the net realized gains of real estate funds, NRL and CMBS.



<sup>\*1</sup> Management accounting basis. Net realized gains including the amount of scheduled tax claim

<sup>\*2</sup> After fees, expenses, and hedging costs

## **Real Estate Fund (2) The Portfolio** Strategically build a well-diversified portfolio

Summary Mid-term Plan Growth Results Strategy

Outline of Next

Progress of Mid-term Plan Governance

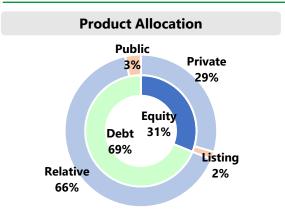
Privatization

**Appendix** 

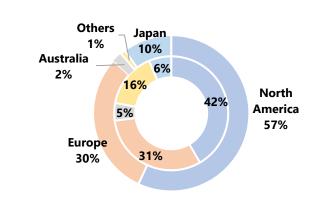
## **Strategy Diversification**

(Fair Value Basis, As of Sep. 30, 2025)

#### **Geography Diversification** (Fair Value Basis, As of Sep. 30, 2025)







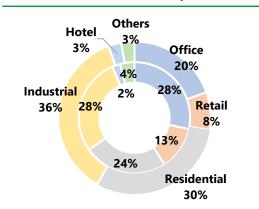
#### [Core]

Strategy of pursuing stable rental income earned from high occupancy properties.

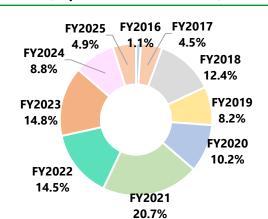
#### [Non-core]

Strategy of pursuing greater returns than the core strategy by active property management such as lease-ups and refurbishments.

#### **Sector Diversification** (Fair Value Basis, As of Sep. 30, 2025)



#### **Vintage Diversification** (Capital Commitment Basis)



#### **Investment Diversification** (As of Sep. 30, 2025)



<Note (Geography Diversification, Sector Diversification) > Inner ring: Market size (as of Dec. 31, 2024, estimated by MSCI\*) Outer ring: Portfolio (as of Sep. 30, 2025)



<sup>\*</sup> Reproduced by permission of MSCI Inc. ©2025. All rights reserved

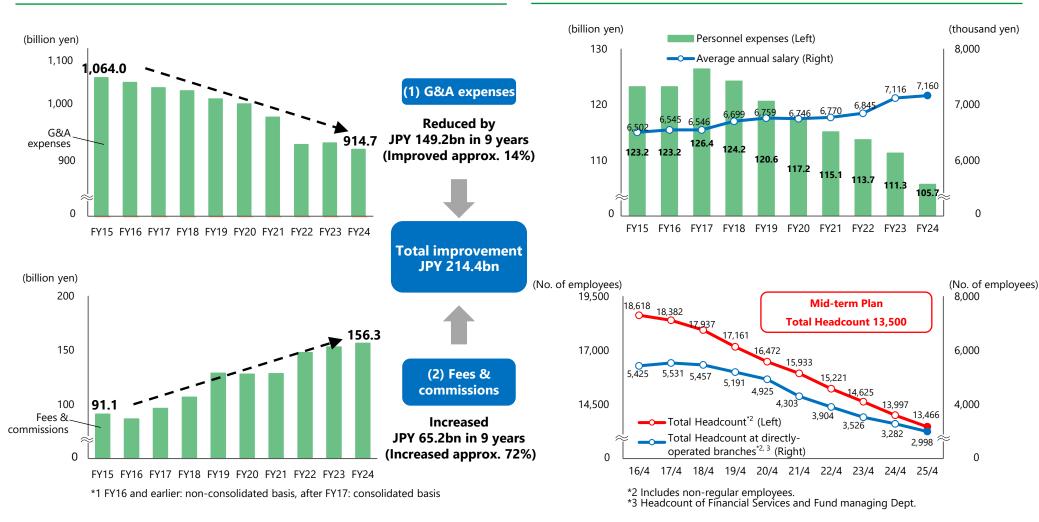
## **Retail Business: Work Efficiency**

From quantitative aspects, we have steadily reduced G&A expenses and increased retail business earnings to date

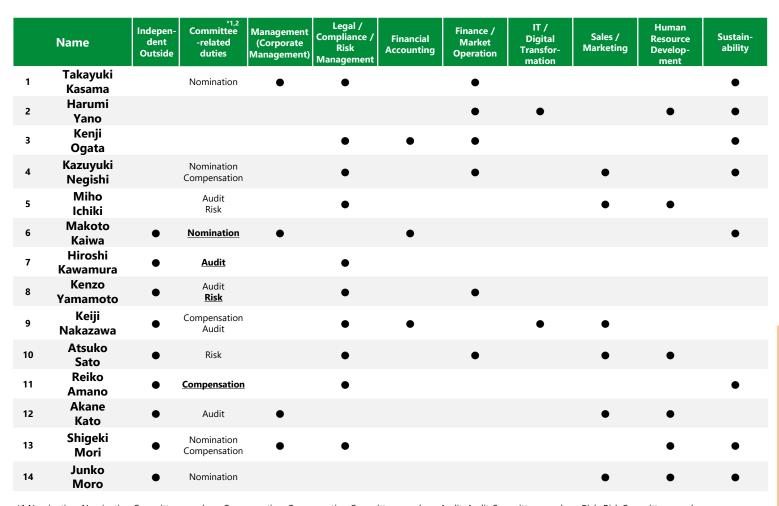
# Summary Outline of Next Mid-term Plan Results Outline of Next Mid-term Plan Growth Strategy Governance Privatization

## **G&A Expenses / Retail Business Earnings\*1**

## **Work Reforms and Productivity Improvements**



## Governance: Structure and Skill Matrix of the Board of Directors

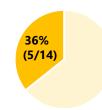




<sup>\*2</sup> Those underlined and in bold are the chairperson of their committees.







#### Direct dialogue between **Outside Members of the Board of Directors** and investors



Speakers	Makoto Kaiwa Hiroshi Kawamura Risa Aihara(at that time)
	• Evaluations and issues of the governance system

#### Main topics

- and the Board of Directors
- Evaluation of cost of shareholders' equity and ROE
- Our future vision



## (Ref.) Overview of Executive Compensation System

Туре	Degree of performance dependency		Payment standard					
Base salary	Not linked	Fixed amount of compens	ation b	ased on jo	b responsik	pilities	Monthly	Cash
	Not linked	Fixed points based on job						
		Linked to medium- to long-term performance (0 – 120%)						
Stock		Decis aciute			Indicators		At retirement	Shares 70%
compensation	Linked	Basic points				onsolidated net income attributable to owners of parent)		Cash 30%
		Awarded on basis of prescribed duties		Qı	Quantitative	ROE (based on shareholders' equity)		
		Linked to short-term perfo	ormanc	ce (0 – 130%	%)			
	Standard amount by position					Indicators		
				Financial	Consolidated net income (attributable to owners of parent)			
		Q	Targets	OHR/G&A expense reduction				
Bonuses	Linked	Determined based on job	antit		Retail Business		Once per year	Cash
		responsibilities	Quantitative KPI	Target				
				KPI				
		Coefficient based on an evaluation of			Strengthening the management base, etc.			
		the individual	Ou	ıalitative	Corporate	value enhancement initiatives		
					IT system	problems, etc.		



## (Ref.) ESG Indices and External Assessments

#### **External Assessments**

#### **ESG Indices**



















- MSCI NIHONKABU ESG SELECT LEADERS INDEX
- MSCI Japan Empowering Women Index
- S&P/JPX Carbon Efficient Index







- Morningstar Japan ex-REIT Gender Diversity Tilt Index (GenDi J)
- Sompo Sustainability Index

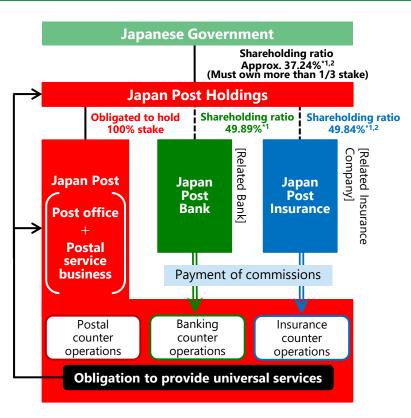
Note: More information for the indices and assessments, etc. can be found on our website.

https://www.jp-bank.japanpost.jp/en/sustainability/evaluation/



## **Current Status of Privatization (1) Relationship, etc.** Japan Post Holdings' shareholding ratio in the Bank is 49.89%

#### Relationship with Group Companies (As of Sep. 30, 2025)



<sup>\*1</sup> Excluding treasury stock.

#### Limitations on New Business, etc.

			I B H. H. L.	at also a la atalesa a care	() ( - ( ' ' - la ( - la ' - )
E.g.	: Personal loans, trust and		Over 50%	s' shareholding ratio  50% or less	(voting rights basis) 0%
	and bilateral loans for c				0,0
		Banking Act <sup>*1</sup>	None	None	None
	New business	Postal Service Privatization Act*1,2	<u>Permission</u>	<u>Notification</u>	None
		Banking Act*1	Notification	Notification	Notification
	Owning affiliates	Postal Service Privatization Act*1	Notification	Notification	None
C	Owning subsidiaries				
		Banking Act*1	Permission	Permission	Permission
	Banks	Postal Service Privatization Act*1	Prohibited	Prohibited	None
		Banking Act <sup>*1</sup>	Permission*3	Permission*3	Permission*3
	Other	Postal Service Privatization Act*1	Permission*4	Permission*4	None
٨	Mergers and acquisitions (M&A)				
	Financial	Banking Act <sup>*1</sup>	Permission	Permission	Permission
	/Institutions*5	Postal Service Privatization Act*1	Prohibited <sup>*6</sup>	Prohibited <sup>*6</sup>	None
	E.g.: Banks Banking Act*1		Permission	Permission	Permission
	Other E.g. : Securities firms	Postal Service Privatization Act*1	Permission	Permission	None
	Restrictions on the	Banking Act <sup>*1</sup>	None	None	None
	maximum amount of deposit rdinary deposits: JPY 13mn Fixed-term deposits: JPY 13mn	Postal Service Privatization Act <sup>*1</sup>	Regulated	Regulated	None

<sup>\*1</sup> Permission is to be sought from, and notifications are to be made to: the Commissioner of the Financial Services Agency (Japan) in the case of the Banking Act; the Commissioner of the Financial Services Agency (Japan) and also the Minister for Internal Affairs and Communications in the case of the Postal Service Privatization Act.



<sup>\*2</sup> Figures are rounded to two decimal places.

<sup>\*2</sup> Businesses that require permissions and notifications are limited to those businesses stipulated in Article 110 of the Postal Service Privatization Act.

<sup>\*3</sup> May provide notification for making into subsidiaries companies that exclusively perform dependent services or specific financial

<sup>\*4</sup> May provide notification for making into subsidiaries companies that exclusively perform dependent services, companies engaged in financial research and studies, and companies that provide consultation in relation to the accumulation of personal wealth.

<sup>\*5</sup> Banks, long-term credit banks, shinkin banks, credit cooperatives, labor banks, shinkin bank associations, credit cooperative associations, labor bank associations, and Shoko Chukin Bank.

<sup>\*6</sup> Permitted in the case of acquisitions of operations other than deposit operations.

## Current Status of Privatization (2) Future Grand Design Plan Business opportunities and potential for Japan Post Bank will further expand after the offering in March 2025

Summary

Outline of Next Mid-term Plan

Results

Outline of Next Mid-term Plan

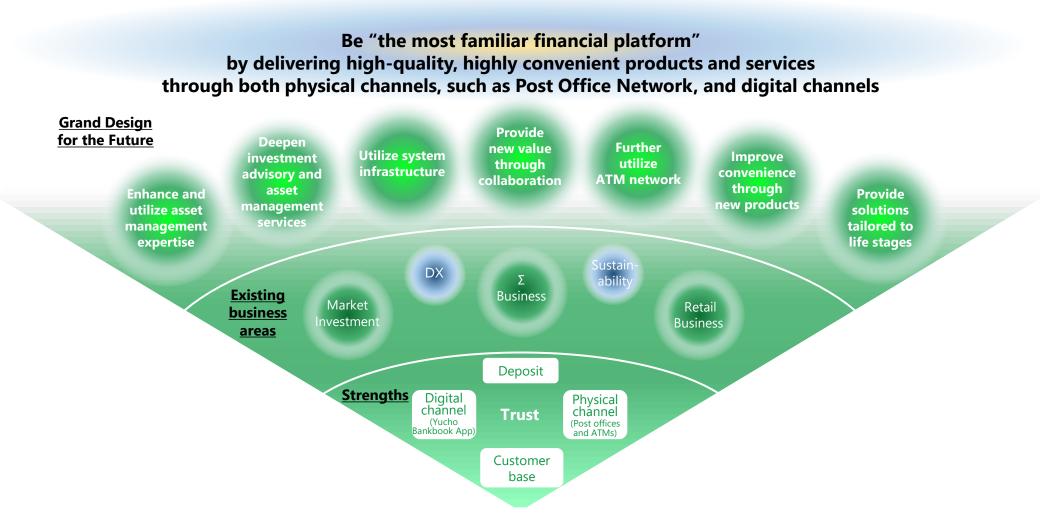
Growth Growth Strategy

Outline of Next Mid-term Plan

Appendix

Privatization

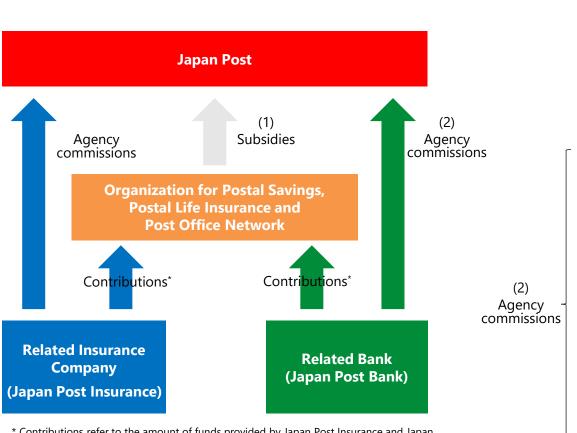
Business opportunities and potential for Japan Post Bank will further expand due to the easing of restrictions under the Postal Service Privatization Act. The Bank will be "the most familiar financial platform" based on deposit and settlement services.



## Current Status of Privatization (3) Agency Commissions Paid to Japan Post, etc.

## **Contribution System**

## Structure of Expenses Associated with Outsourcing to **Japan Post**



(1) Subsidies (≒Contributions\*)

 Subsidies are calculated each fiscal year by the Organization for Postal Savings, Postal Life Insurance and Post Office Network and approved by the Minister of Internal Affairs and Communications (Japan)

Basic agency commissions

- Commissions for operating deposits, investment trusts, and for remittance and settlement services, etc.
- Basic agency commissions are calculated by multiplying the percentage increase or decrease from the previous fiscal year's amount corresponding to the cost of agency services (based on the costs of our directly-operated branches) by the previous fiscal year's basic agency commissions

+

The basic agency commissions will reflect any change in operating efficiency of our directly-operated branches.

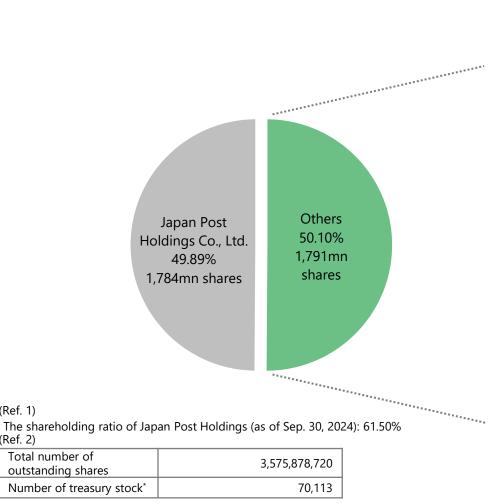
Sales & service incentives

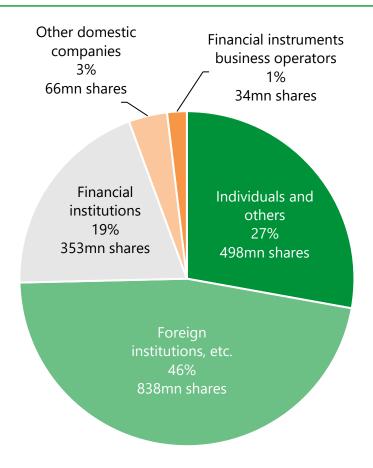
 Paid in line with achievement in sales targets and improvements in service quality

\* Contributions refer to the amount of funds provided by Japan Post Insurance and Japan Post Bank (two financial institutions) out of the total provided proportionally by Japan Post, Japan Post Insurance, and Japan Post Bank to cover essential costs for ensuring universal services, etc.

## **Current Status of Privatization (4) Shareholder**

## Shareholder Composition (Excluding treasury stock\*, As of Sep. 30, 2025)





<sup>\*</sup> Treasury stock excludes the Bank's shares held by stock benefit trust.



(Ref. 1)

(Ref. 2)

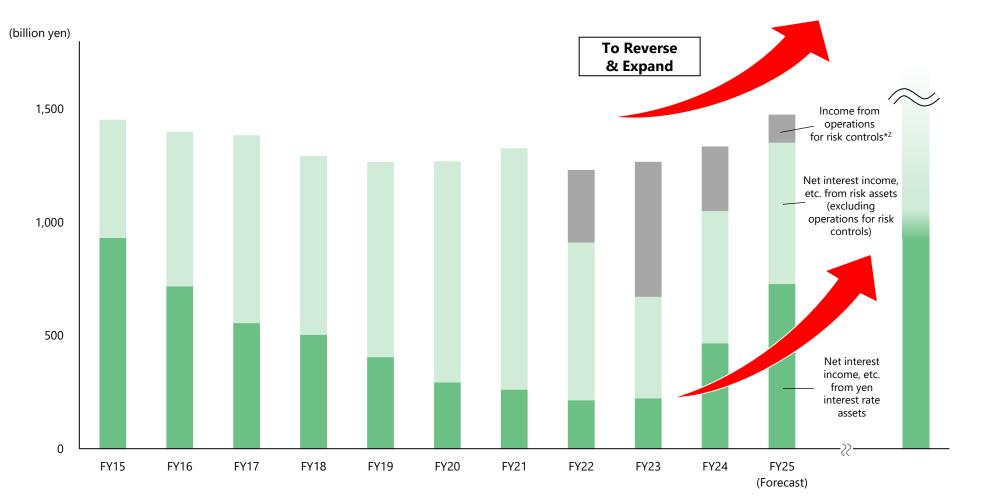
Total number of

outstanding shares

Summary

## With the normalization of interest rate environment, our structure of earnings has changed significantly. Earnings are bottoming out and expanding

#### Trends and outlook for net interest income, etc.\*1

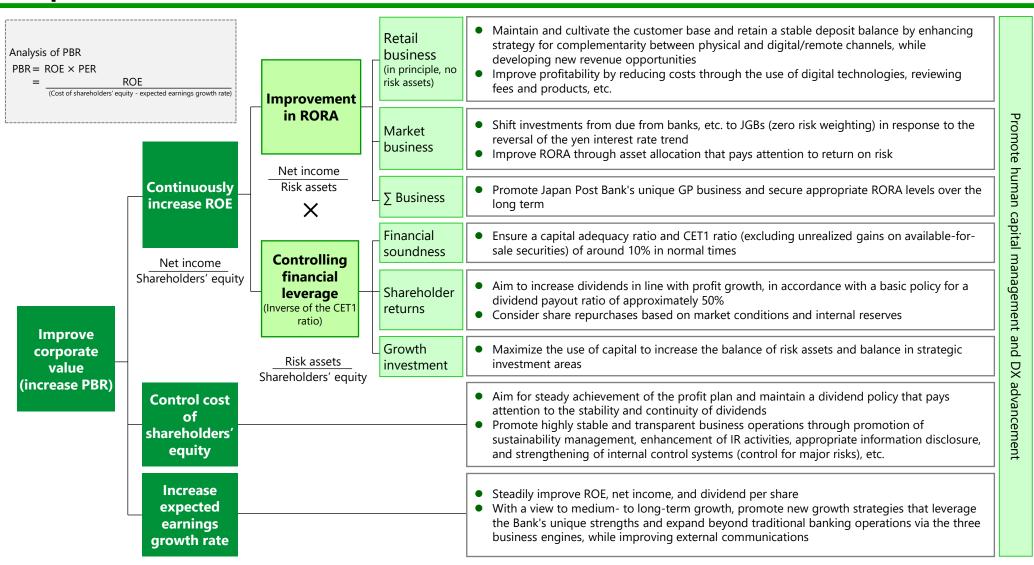


<sup>\*1</sup> Consolidated, management accounting basis (non-consolidated, management accounting basis for FY2016 and earlier). Include income and expenses related to internal fund transactions among portfolios.

\*2 Gains from the sale of stocks, etc. to control the increase in risk assets of stocks due to stricter Basel III regulations



## Relationship between Each Initiative in the Mid-term Plan and the Improvement of Corporate Value





## (Ref.) Japan Post Bank at a glance

