

# **Sustainability Progress Report 2024**

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## Message from the President



### Sustainability Management: Our approach to finding solutions to social issues as well as enhancing corporate value

**Takayuki Kasama**

Director, President and  
Representative Executive Officer

This report summarizes the progress of Japan Post Bank's sustainability initiatives, primarily the progress made in FY2024/3. While we have been providing detailed and comprehensive information on our Sustainability Website and through various disclosures, this report is our first undertaking to present a focused overview of the background and recent progress of our initiatives to our institutional investors and other stakeholders.

As climate change remains a crisis issue that demands urgent action, with global temperatures continuously reaching all-time highs, we recognize we have an important role to play as a bank that provides services throughout Japan and as one of the country's largest institutional investors. Based on this recognition, we have set a new interim emissions target (FY2031/3) for the entire finance portfolio, and we have raised our target for the balance of ESG-themed investments and financing, to aim for 7 trillion yen by March 31, 2026. Moreover, we are committed to responding promptly in a manner required of us with respect to not only climate change but other social issues as well, as demonstrated by the publication of our first Human Rights Report in April 2024.

Since joining Japan Post Bank, I have been involved in market investment operations, mainly credit investments, and have conducted analyses of many companies. As such, I can say that we are pursuing these sustainability initiatives with the conviction that they will contribute to the enhancement of the Bank's corporate value over the long term. In the revision of the Medium-term Management Plan announced in May 2024, sustainability management is described as a management strategy itself, and is positioned as an approach for controlling the cost of shareholders' equity through stable and transparent business operations.

The Bank will continue to promote sustainability management with the concurrent objectives of finding solutions to social issues and enhancing corporate value, thereby contributing to the realization of a sustainable environment and society together with our stakeholders.

# Japan Post Bank's Progress To Date

Since endorsing the TCFD recommendations and developing a basic policy on ESG in 2019, the Bank has continuously promoted initiatives related to sustainability, including climate change mitigation measures. In particular, we have accelerated our efforts since we declared in 2022 that we will achieve net zero GHG emissions by 2050.

2019	2020	2021	2022	2023	2024
<ul style="list-style-type: none"> <li>• <b>Endorsement of TCFD recommendations</b></li> <li>• Revision of the Japan Post Bank Environmental Policy</li> <li>• <b>Establishment of the ESG Investment Policy (currently the ESG Investment and Financing Policy)</b></li> <li>• Establishment of the Human Rights Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment of the ESG Promotion Office (currently the Sustainability Promotion Office) within the Corporate Planning Department</li> </ul>	<ul style="list-style-type: none"> <li>• Clarification of the identification of priority issues (materiality) and ESG management in the Medium-term Management Plan</li> <li>• Establishment of the Basic Sustainability Policy</li> <li>• Participation in climate change response operations</li> <li>• Target set for the balance of ESG-themed investments and financing (¥2 trillion)</li> <li>• Publication of the Sustainability Report (formerly CSR Report)</li> </ul>	<ul style="list-style-type: none"> <li>• PCAF membership</li> <li>• CDP signatory</li> <li>• <b>Announcement of Japan Post Bank's net zero GHG emissions declaration</b></li> <li>• Interim target set for the Bank's emissions volume</li> <li>• Disclosure of finance portfolio GHG emissions</li> <li>• Revision of the target for the balance of ESG-themed investments and financing (¥4 trillion)</li> <li>• Publication of TCFD Report</li> </ul>	<ul style="list-style-type: none"> <li>• UN Global Compact signatory</li> <li>• Revision of the interim target for the Bank's emissions volume</li> </ul>	<ul style="list-style-type: none"> <li>• Publication of Human Rights Report</li> <li>• <b>Revision of the target for the balance of ESG-themed investments and financing (¥7 trillion)</b></li> <li>• <b>Interim targets set for the finance portfolio (entire portfolio)</b></li> <li>• <b>Publication of the Sustainability Progress Report</b></li> </ul>

This report



# Strengthening the Organizational Structure

Based on the recognition that management strategy and sustainability promotion go hand in hand, the Sustainability Promotion Office was established within the Corporate Planning Department in FY2021/3 to oversee the entire process, and the results of discussions held by the Sustainability Committee, which includes executives from all divisions, are reported to the Executive Committee and the Board of Directors.

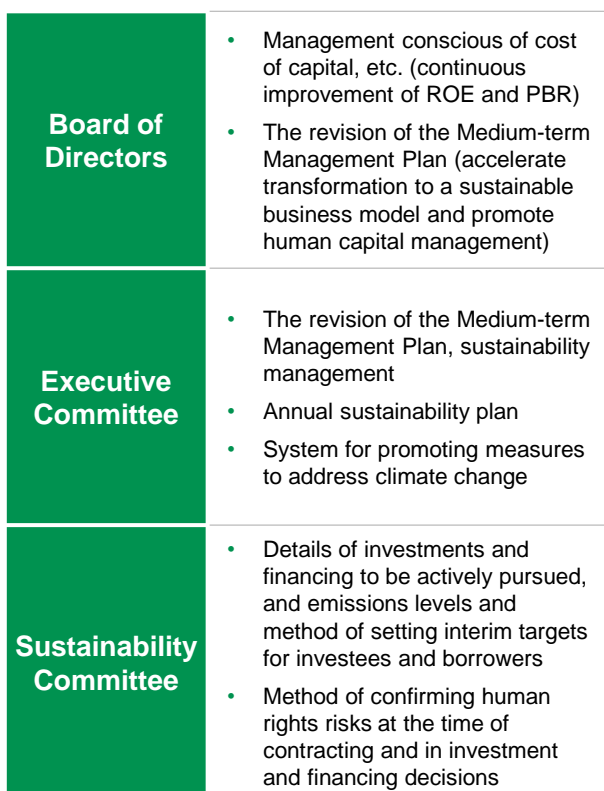
In FY2024/3, the Working Group (WG) on Climate Change and Other Issues was established to further strengthen cooperation with each division and strengthen the Bank's response to various sustainability-related issues.

## Governance structure

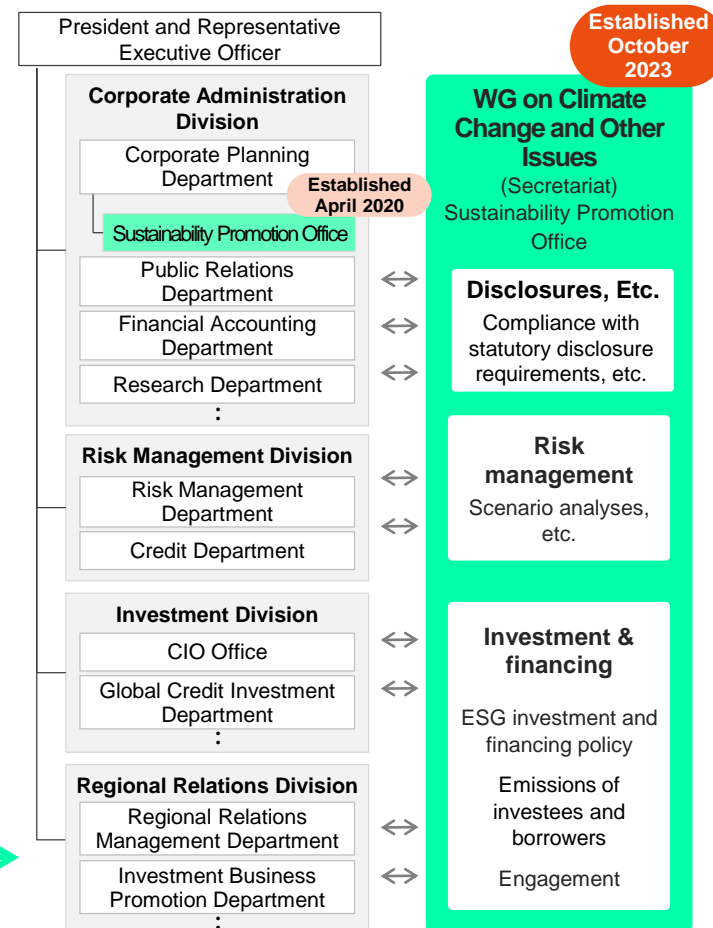


## Main agenda items

Main agenda items for FY2024/3



## Sustainability promotion framework



\* Executives' job positions are current as of the time of publication

# Incorporation of ESG Evaluation Items into Executive Compensation

In promoting overall management and the operations of each department, the Bank has reflected the promotion of sustainability management in the compensation of executive officers since FY2022/3, from the perspective of providing sound incentives not only from the short-term perspective of single fiscal year performance, etc., but also for efforts towards the Bank's sustainable growth over the medium to long term.

The evaluation items will be reviewed each fiscal year as necessary in response to changes in the external environment and the Bank's internal environment.

## Compensation system for executive officers (FY2024/3)

Type	Payment standard	Payment time	Payment method	Composition*
Base salary	Fixed amount of compensation based on job responsibilities	Monthly	Cash	66%
Stock compensation	Performance-linked compensation (0-150%)		At retirement	Shares 70% Cash 30%
	<div><div><div>Reference points</div><div><div>Basic points</div><div>Awarded on basis of prescribed duties</div><div>+</div><div>Evaluation points</div><div>Awarded on basis of individual evaluation</div></div></div><div>×</div><div><div>Performance-linked indicators</div><div><div>Quantitative</div><div>Net income</div><div>OHR/G&amp;A expense reduction</div><div>Retail Business</div><div>Market Business</div><div>Σ Business (a corporate business for creating futures for societies and local communities through investment)</div><div>ESG</div><div>Corporate value enhancement initiatives</div><div>Qualitative</div><div>IT system problems, etc.</div></div></div></div> <div><div>Reflects the status of promotion of sustainability management</div><div><div>Market Business</div><div>Σ Business</div><div>ESG</div><div>Corporate value enhancement initiatives</div></div><div><div>▶ Balance of ESG-themed investments and financing</div><div>▶ Number of investments in local revitalization funds</div><div>▶ External evaluation by major ESG rating agencies, percentage of female managers, etc.</div><div>▶ Percentage of male employees taking childcare leave <b>Added in FY2024/3</b></div><div>▶ Initiatives on non-financial indicators, including human capital management <b>Added in FY2024/3</b></div></div></div>			

\* Composition of compensation for all executive officers (performance-linked stock compensation is calculated by multiplying the points granted based on FY2024/3 results by the stock price on the date the points are granted for those in office and by the stock price on the date of retirement for those who retire).

# Human Capital Management

We have established KPIs based on a quantitative understanding of the gap between “the situation as it is” and “what we want it to be,” as well as a human resource strategy linked with our management strategy and Medium-term Management Plan. In response to changes in the external environment, we have set new KPIs, such as for the “number of expert market operations professionals” and “overall employee satisfaction rate.”

In addition, we are implementing a cross-organizational initiative to reform our organizational culture with the aim of creating a more comfortable and rewarding workplace. At the same time, we recognize the importance of further analyzing each employee’s contribution to corporate value and how employees contribute.

## Human resource strategy



## Reform of the organizational culture

The "Voice of the Employee" subcommittees (Culture Reform PT and Productivity Improvement PT) have been established under the umbrella of the Service Improvement Committee, which is overseen by the President and Representative Executive Officer.

The aim is to maximize organizational results by creating a better and more rewarding workplace.

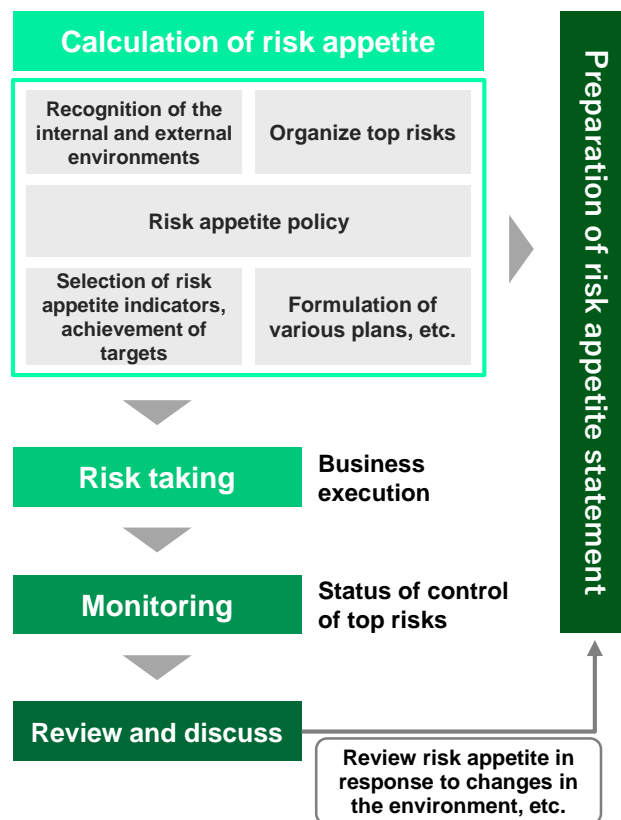
To this end, in cooperation with related departments, we are working to strengthen communication between organizations and among employees, improve productivity, etc.



# Impact of Climate Change on the Bank

As a bank that provides services throughout Japan and as one of the largest institutional investors in Japan, Japan Post Bank has taken on the responsibilities of ensuring a sustainable environment and society, and has been promoting initiatives to achieve net zero GHG emissions. At the same time, we have positioned climate change as one of the top risks in our risk appetite framework, based on our belief that climate change will directly impact the sustainability of the Bank's earnings and profits due to a decline in the prices of securities held and an increase in funding costs.

## Risk appetite framework\*



\* A business management framework that uses risk appetite (the type and total amount of risk that a bank is willing to accept to achieve its business plan, taking into account the specifics of its business model) as a common language within the bank regarding overall risk-taking policies, including capital allocation and profit maximization.

## Main impacts of climate change on the Bank

Risk category	Transition risk	Physical risk	Time frame
Credit & market risk	<b>As an institutional investor</b> Decline in the prices of securities held due to deteriorating business performance of investees and borrowers resulting from their inability to adapt to the decarbonization of industry.	<b>As an institutional investor</b> Decline in the prices of securities held due to deteriorating business performance of investees and borrowers amid extreme weather conditions.	Short to long term
Liquidity risk	<b>As an institutional investor</b> Deterioration in the Bank's reputation and increase in funding costs owing to delayed climate change response.	<b>As a business enterprise</b> Increase in the outflow of funds due to stronger demand for funds from customers affected by extreme weather events.	Short to long term
Operational risk	<b>As a business enterprise</b> Losses result from the failure to properly implement CO2 reduction measures in response to regulatory changes related to climate change, fluctuations in renewable energy supply and demand, etc.	<b>As a business enterprise</b> Extreme weather conditions cause damage to the head office, sales branches, data centers, and other facilities, resulting in damage to assets held and restoration costs.	Short to long term
Reputational risk	<b>As an institutional investor</b> External stakeholders come to view the Bank's efforts and disclosures on climate change response and mitigation as inadequate, and the Bank's reputation deteriorates.	<b>As a business enterprise</b>	Short to long term



# Roadmap

In March 2022, the Bank announced the “Japan Post Bank Net Zero GHG Emissions Declaration” and has been working to reduce GHG emissions. Previously, the Bank had set an interim target for the electric power sector to be achieved by FY2031/3, but it has now set a new interim FY2031/3 target for portfolio emissions covering all sectors. In addition, the end-FY2026/3 target for the balance of ESG-themed investments and financing has been raised from ¥4 trillion to ¥7 trillion.

## Roadmap for achieving net zero emissions

Roadmap for achieving net zero emissions					▼Net Zero Declaration		Final year of Medium-term Management Plan		Interim target		Final target	
Fiscal Year		2019	2020	2021	2022	2023	...	2025	...	2030	...	2050
Net zero GHG emissions		Accelerate efforts to achieve net zero										
Japan Post Bank emissions (Scope 1 + 2) [10,000 t-CO <sub>2</sub> ]		4.8	4.4	4.3	2.4					Target raised March 2023 Vs. FY2020/3 -60%		
See P.10		Switch to renewable energy for the Bank's facilities				Increasingly adopt EV/HV vehicles, renewable energy						
Finance portfolio emissions* <sup>1</sup> (Scope 3, category 15)		Boost reductions through engagement										
All sectors	Absolute volume* <sup>2</sup> [Mt-CO <sub>2</sub> ]			48	47							
	Per unit of investment* <sup>2</sup> [t-CO <sub>2</sub> /¥100 million]	120	99	85	81							
See P.11												
Financing to boost decarbonization		Contribute to solving social issues through ESG-themed investments and financing										
Balance of ESG-themed investments and financing (¥ trillion)			1.2	2.1	3.2	4.6				Target raised May 2024 ¥7 trillion		
See P.12		Investment and financing using green bonds, etc.										
Balance of financing for coal-fired power plant construction projects		Maintain balance of zero										
See P.15		Investment & financing policy revised April 2024										
Net zero emissions												

\*<sub>1</sub> Finance portfolio emissions may be revised retroactively in the future if there is a change in the vendor acquiring the emissions data or the calculation method is improved.

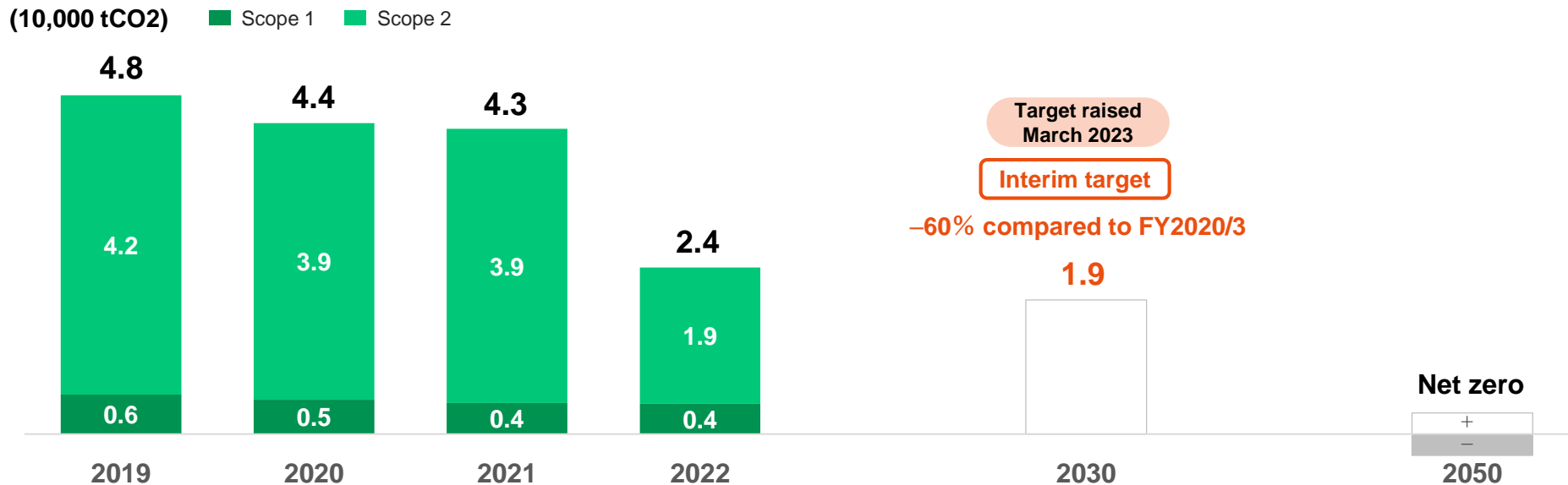
\*<sub>2</sub> The absolute figures for FY2022/3 have been changed from those disclosed in the past due to the refinement of calculation methods, such as the expansion of the scope of investee and borrower companies (e.g., from non-consolidated to consolidated). In addition, the attribution factor used to obtain the values in the table above is calculated using corporate value based on book value(see p. 11 for details). The emissions of the finance portfolio, for which corporate value is calculated on a market value basis, are shown on the Sustainability website (see p. 18).

## Japan Post Bank Emissions (Scope 1+2)

Regarding emissions from the Bank's own business activities, we are striving to reduce emissions through the use of renewable energy at our independently owned facilities, etc., and succeeded in reducing emissions to approximately 24,000 t-CO<sub>2</sub> in FY2023/3.

In March 2023, we raised our emissions reduction target from -46% to -60%, compared to the level in FY2020/3. We aim to achieve net zero emissions from our business activities by switching to EV/HV vehicles for our sales fleet and proactively pursuing other such initiatives.

### Roadmap for Scope 1+2 emissions reductions



← Third-party certification acquired →



Switching to renewable energy for facilities independently owned by the Bank

Planning to gradually switch from gasoline-powered vehicles (four-wheeled vehicles) for sales activities to EVs and HVs

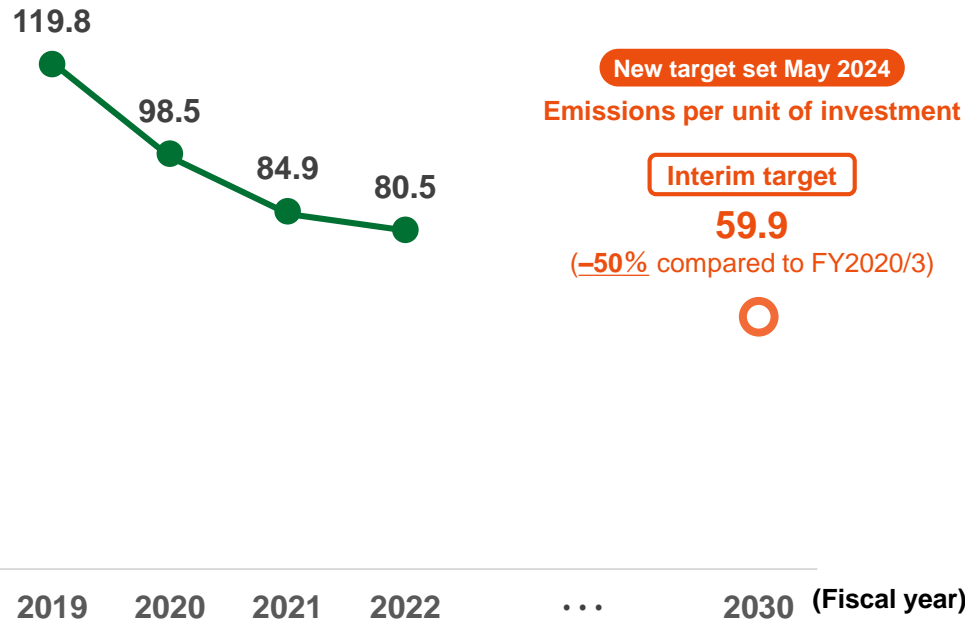
# Finance Portfolio Emissions (Scope 3)

With a view to achieving net zero emissions by 2050, we have set a new interim emissions target for the entire finance portfolio.

To achieve the interim target, the Bank will continue to promote engagement activities with its investees and borrowers along with other initiatives.

## GHG emissions per investment unit (actual and interim target)

(t-CO2/¥100 million)



## Interim target details

Year criteria were set		• FY2020/3 (March 31, 2020)
Scope of coverage	Asset	• Corporate bonds, stocks, loans
	Sector	• All sectors (industries)
	Value chain	• Scope 1 & 2 emissions of investees and borrowers
Metric		• Emissions per unit of investment (t-CO2/¥100 million)
Calculation method*		$\sum \left( \text{Emissions of investees and borrowers} \times \frac{\text{Attribution factor}}{\text{Corporate value of finance portfolio companies}} \right)$ <p>The Bank's finance portfolio balance (investees and borrowers for which emissions data can be obtained)</p>

\* Regarding the calculation method

- Calculated based on the methodology of PCAF (Partnership for Carbon Accounting Financials), using GHG emissions and financial-related data provided by S&P Global Trucost.
- The "corporate value" used in the attribution factors is presented in terms of "book value (using net assets)" instead of "market value (using market capitalization)" so that the evaluation can be made based primarily on major factors, such as GHG emissions reduction efforts of investees and borrowers and the Bank's stock reshuffling, regardless of changes in the stock price of the investee or borrower (see figure on the right).

Attribution factor	The accounting of corporate value in the interim target is based on book value.
Bank's fund outflow to investees and borrowers	• <b>Book value: interest-bearing debt + net assets</b>
Corporate value of finance portfolio companies	• Market value: interest-bearing debt + market capitalization + preferred stock + minority interests

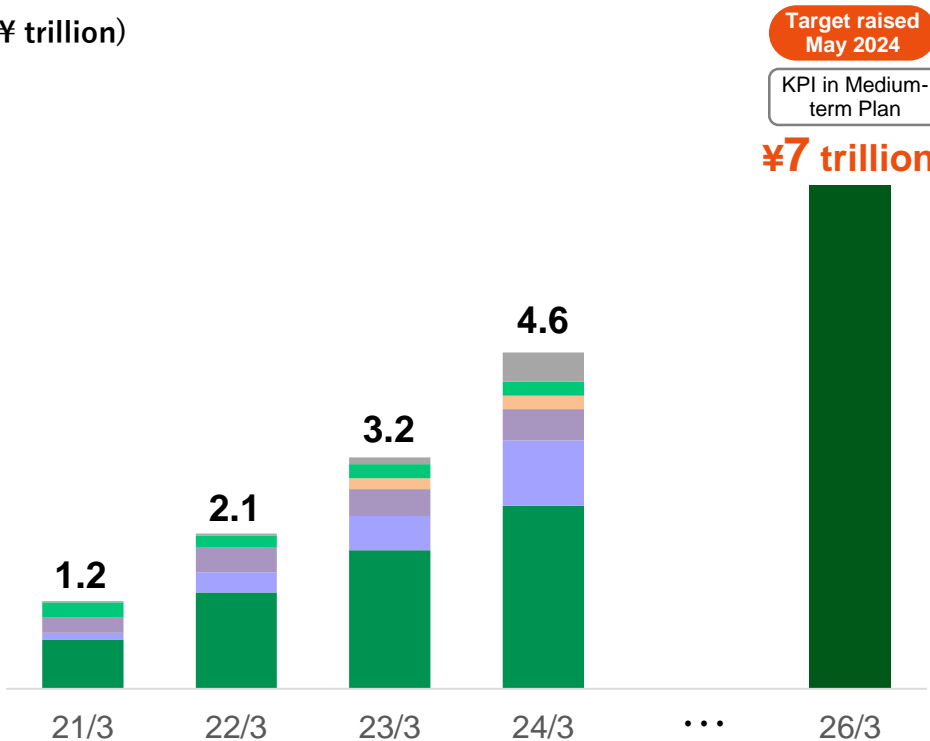
## Promotion of ESG-themed Investments and Financing, Etc.

As a bond investor, the Bank promotes ESG-themed investments and financing, with a focus on ESG bonds, while taking into account medium- to long-term risks and returns. As of March 2024, the balance of such investments was ¥4.6 trillion, making the Bank one of Japan's leading providers of funding for projects that have a positive impact on the environment and society. In May 2024, we raised our target for the balance of ESG-themed investments and financing from ¥4 trillion, to aim for ¥7 trillion by March 31, 2026, thereby making a commitment to further promoting environmentally sound investments.

In addition to ESG-themed investments and financing, the Bank's consolidated subsidiary Japan Post Investment Corporation carries out impact investing and other investment strategies.

### Balance of ESG-themed investments and financing

(¥ trillion)



### Individual investment cases

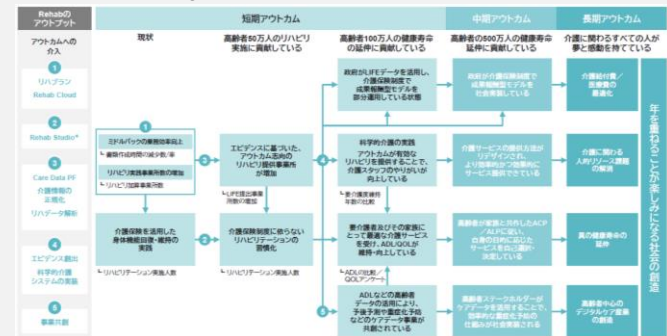
(including investments other than ESG-themed investments and financing)

#### Japan Post Investment Corporation



Japan Post Investment Corporation, a consolidated subsidiary of the Bank, has identified community, the environment, and well-being as the elements of the theory of change (ToC) of its impact investment fund, and uses a logic model to examine investments.

Example of a logic model for investee Rehab for JAPAN, Inc.



#### Renewable energy investment

We invest in solar power plants in Japan through equity investment in Z Energy Corporation, a renewable energy fund management company, and through LP investment in a carbon neutral fund operated by Z Energy Corporation. We intend to contribute to further expansion of renewable energy through cooperation with partner companies.

# Positive Impacts of Investments and Financing

We have prepared estimates of the positive impacts of the aforementioned ESG-themed investments and financing, such as green bonds and social bonds. Projects funded by the Bank have contributed to many cases of reductions in environmental impact and have yielded social benefits.

Regarding impacts, including those listed below, we recognize that our challenge going forward is to utilize this information in business decision-making as well as to convert impacts into monetary value.

## Positive impacts

Impacts

<div><div>2.4</div><div>0.8</div><div>0.4</div><div></div></div>						Balance of ESG-themed investments and financing ¥4.2 trillion (as of December 31, 2023)
Impact	Unit	Green bond	Social bond	Sustainability bond	Total	Scale of impact
Contribution to GHG emissions reduction	tCO2/yr	15,000,000	—	1,000,000	16,000,000 t-CO2/yr	Equivalent to the annual GHG emissions absorbed by forests covering an area measuring 8.26x the size of the Tokyo metropolitan area.
Energy savings	MWh/yr	290,000	—	50,000	340,000 Mwh/yr	Equivalent to the annual energy use of approximately 81,000 Japanese households.
Reduce or forgo water use	tonnes/yr	430,000	—	—	430,000 tonnes/yr	Equivalent to the annual water use of approximately 53,000 people in Japan.
Habitat restoration, conservation, creation	km²/yr	1,000	—	14,000	15,000 km²/yr	Equivalent to an area measuring 6.8x the size of the Tokyo Metropolitan area.
Health service beneficiaries	Persons/yr	—	130	370	500 persons/yr	Equivalent to the number of beds in a large hospital in Japan.
Those who experience an improvement in health	Persons/yr	—	7,300	—	7,300 persons/yr	—
Job creation	Persons/yr	—	1,000	9,000	10,000 persons/yr	—
Facilities and equipment for people with disabilities	Projects/yr	—	—	1,600	1,600 projects/yr	—
Those who became able to attend school	Persons/yr	—	100	—	100 persons/yr	—

Impact examples

Long-term maintenance of expressways, etc., strengthening of earthquake resistance of school buildings, etc., introduction of scholarships, installation of platform doors on railway station platforms, promotion of energy-efficient housing, etc.

(Calculation method)

The contribution is calculated from the Bank's investment balance against the impact reported by the issuer of the ESG bond. In cases where the impact is reported including the impact from the amount of funding other than the bonds in which the Bank has invested, the contribution is calculated by taking into account the amount of such bonds. For bonds that can be verified, the impact from refinancing is excluded.






# Engagement with Investees

From FY2022/3, we started holding dialogue on climate change with our investees and borrowers (mainly bond issuers), and in FY2024/3, we added human rights and natural capital to the agendas of our discussions.

As an institutional investor with a notable presence in the asset management market, the Bank recognizes the need to continually improve the content of these exchanges.

## Japan Post Bank's engagement activities

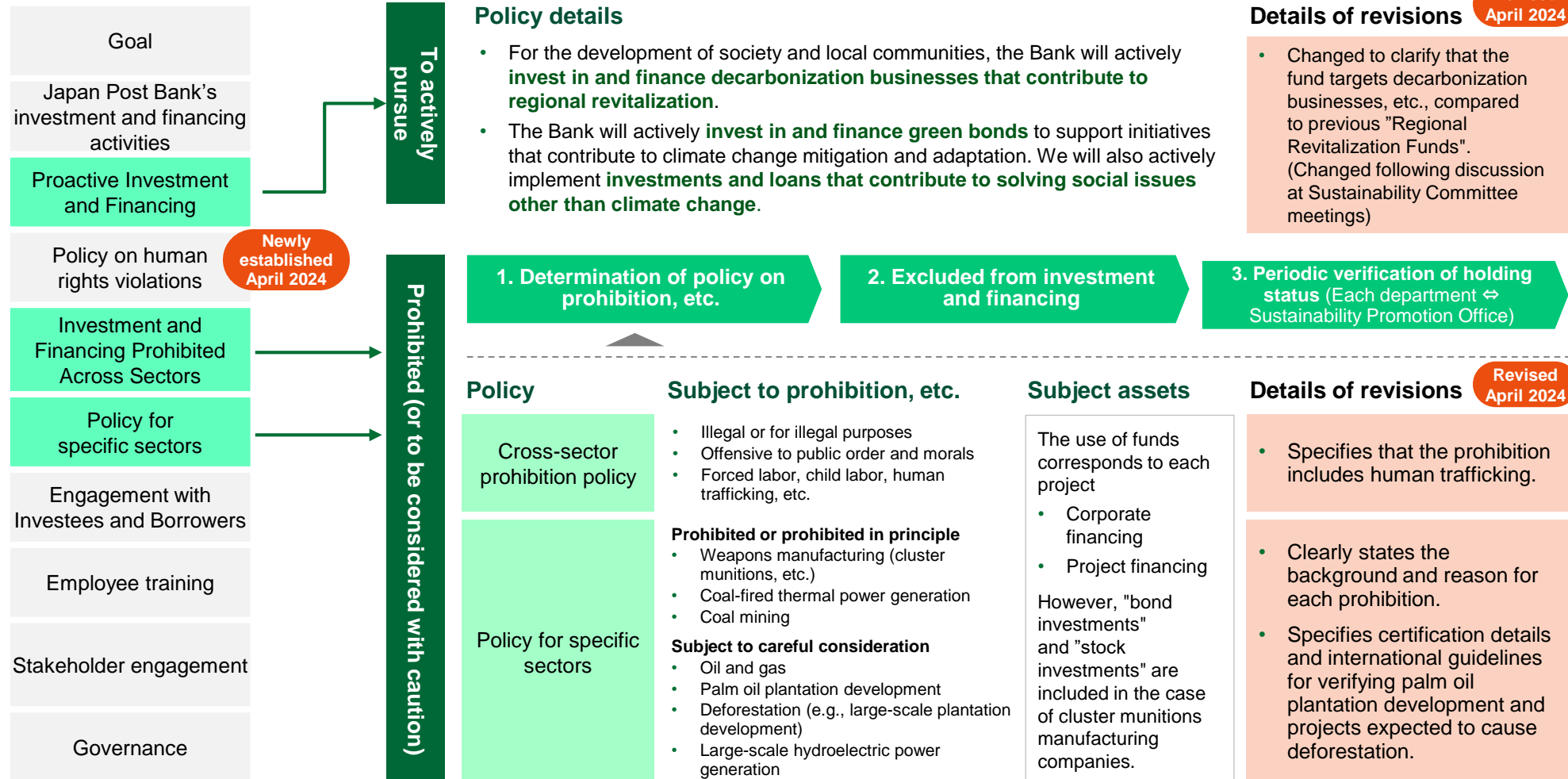
1. Identification of issues		2. Engagement party		3. Implementation	4. Follow-up
Topic	Objective	Investee	Implementation period	Contents of dialogue	Future actions
<b>Launched efforts April 2021</b> <b>Climate change</b> 	Hold dialogue with investees and borrowers with highest emissions to achieve net-zero	Company A Gas utility	May2023	<ul style="list-style-type: none"> <li>Identification of emission reduction issues (technology development, value chain). Request for disclosure related to expected increase in Scope 1 and 2 emissions accompanying transition.</li> <li>Discussions on the financial impact of climate change and expansion of disclosure content.</li> </ul>	<ul style="list-style-type: none"> <li>Follow up on estimated Scope 1 and 2 emissions volumes as requested by the Bank using publicly available information, etc.</li> </ul>
	Identification of the financial impact of investments and financing in climate-related risks and opportunities	Company B Electric power utility	January 2024	<ul style="list-style-type: none"> <li>Verification of progress on efforts to achieve goals.</li> <li>Confirmation and exchange of views on potential for further increase in adoption of renewable energy.</li> </ul>	<ul style="list-style-type: none"> <li>Request possible ongoing exchange of opinions, including actual inspections.</li> </ul>
<b>Strengthened efforts April 2023</b> <b>Human rights</b> 	Hold dialogue on management systems to prevent unintentional complicity in human rights abuses	Company C Trading company	June 2023	<ul style="list-style-type: none"> <li>Confirmation that risk analyses and countermeasures are being implemented by subsidiaries, including by those overseas where human rights risks are relatively high.</li> <li>Confirmation that supply chain-related risk analyses have been conducted and will be investigated in FY2025/3 and beyond.</li> </ul>	<ul style="list-style-type: none"> <li>Follow up on FY2024 efforts using publicly available information, etc.</li> <li>The Bank has already communicated to the portfolio company that it would like to continue to hold dialogue.</li> </ul>
<b>Strengthened efforts April 2023</b> <b>Natural capital</b> 	Hold dialogue on initiatives in industries with relatively high dependence on natural capital	Company D Food company	November 2023	<ul style="list-style-type: none"> <li>Confirmation of the status of identification of categories with high dependence or impact and analyses of risks and opportunities.</li> <li>Review of the status of recycling-related initiatives. Exchange of views on financial impact (capital expenditures) and future research and development.</li> </ul>	<ul style="list-style-type: none"> <li>Follow up on the status of response to the details of the dialogue, using publicly available information, etc.</li> <li>The Bank has already communicated to the portfolio company that it would like to continue to hold dialogue.</li> </ul>

# Investment and Financing Policy

The ESG Investment and Financing Policy defines the types of investments and loans that are to be actively pursued and those that are prohibited or to be considered prudently. Some of the details of the policy were revised in April 2024, based on discussions and opinions at the Sustainability Committee.

## ESG Investment and Financing Policy

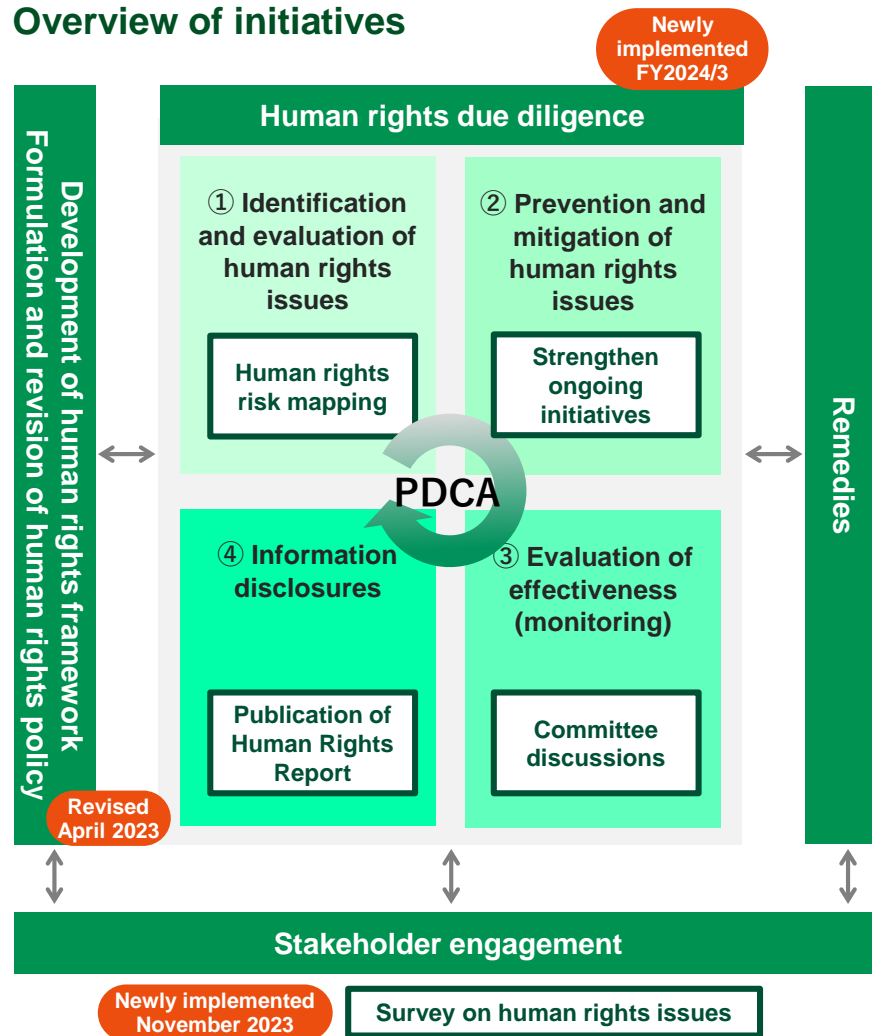
## Policy details and operation method



# Respect for Human Rights

In response to heightening social awareness, in FY2024/3, the Bank took steps to identify human rights issues and promote stakeholder engagement on those issues with the goal of properly managing human rights risks posed to the Bank. Based on these efforts related to human rights due diligence, we published the Bank's first "Human Rights Report" with the intention of encouraging continuous dialogue with our stakeholders.

## Overview of initiatives

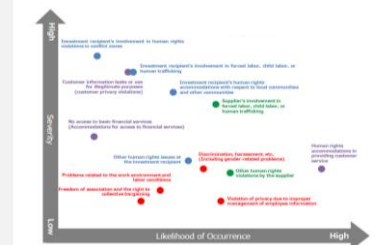


## Details of major initiatives implemented in FY2024/3

### Human rights risk mapping

Identification of human rights issues to be addressed by the Bank based on international guidelines, etc., in response to heightening social awareness.

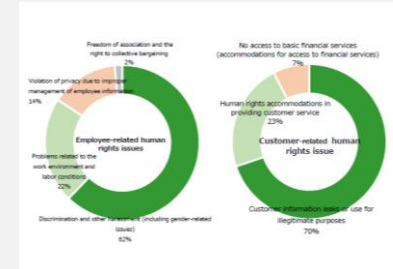
Human rights considerations when providing services to customers and human rights issues related to suppliers, investees, and borrows are identified as relatively large risks.



### Survey on human rights issues

The Bank conducted a survey (dialogue with employees) on human rights issues to objectively verify existing initiatives.

The respondents identified "leakage of customer information" and "discrimination" as the most serious issues. The results are consistent with the risk map.



### Publication of Human Rights Report

The Bank published its first "Human Rights Report" on the status of its efforts for continuous dialogue with stakeholders after the completion of human rights due diligence efforts, although it recognizes that some of the contents of the report need to be continuously refined.



# Natural Capital & Biodiversity

With regard to natural capital and biodiversity conservation, the Bank has been implementing various initiatives, such as reducing usage of paper resources by introducing a non-passbook general account and incorporating environmentally friendly regulations in various contracts and procurement agreements. In FY2024/3, we reorganized our approach and decided to manage not only our activities as an operating company but also the impact of our investments and financing, and as part of this change, we added this topic to the agenda of our engagement dialogue with our investees and borrowers.

## Japan Post Bank's approach

The Bank's approach to the conservation and restoration of natural capital is summarized as follows, with the intent of affirming that its efforts are sustainable and effective underpinned by its unique characteristics.

Disclosed on  
the website  
March 2024

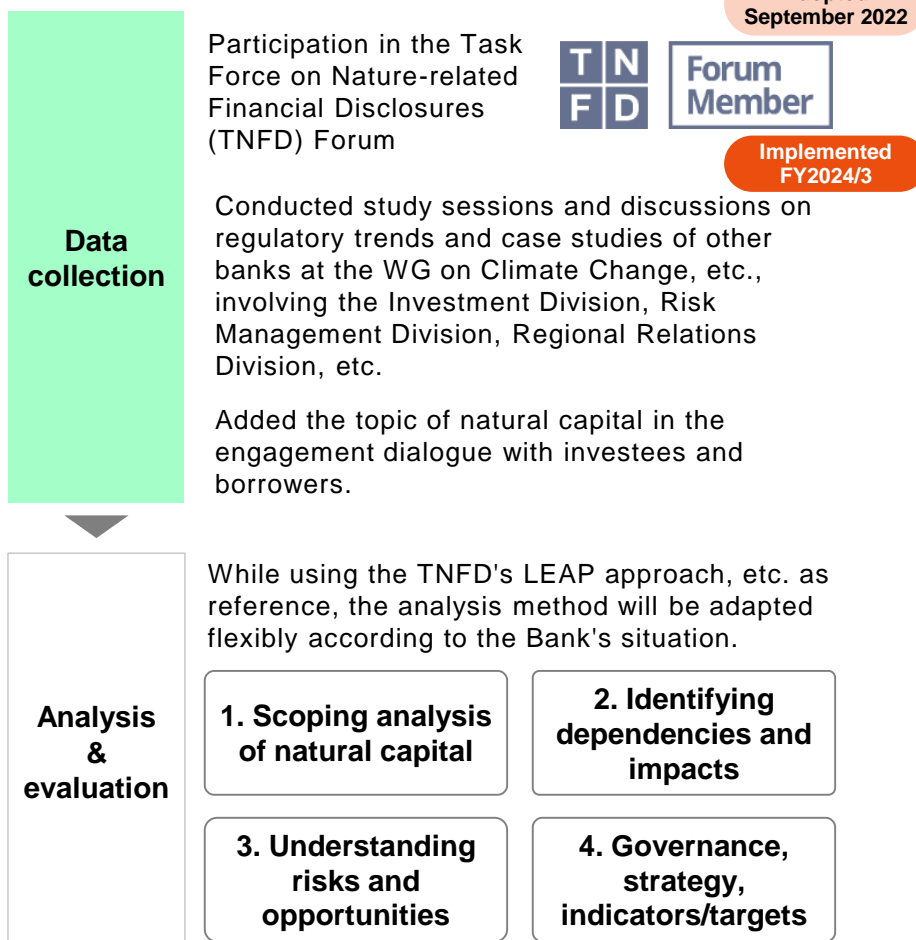
### The Bank's Approach to the Conservation and Restoration of Natural Capital

#### < Nurturing a prosperous future with nature. >

Economic activities are highly dependent on natural capital, and all enterprises, including our bank, are related to natural capital. As a financial institution, we have a role of the fund provider to enterprises involved with natural capital, and we recognize that it is generally desirable to analyze and manage our investments and loans in order to promote a response.

On the other hand, the Bank, which operates throughout Japan through its network of post offices, also recognizes the importance of involvement in the conservation and restoration of nature, which is rooted in local communities, with the aim of promoting the sound development of Japanese society and local communities. In addition to responding to our investment and loan clients, we will implement a wide range of environment-related initiatives as a unified group.

## Status of initiatives and planned initiatives



## Links to References

Item	Publication date	Summary	Link
Annual Report	July 2023	An integrated report containing financial information, management strategies, and ESG information, covering the period from April 2022 through March 2023.	<a href="#">Reference Page</a>
Themed Investors Meeting "ESG Initiatives"	March 2024	Materials (including presentation script) for the themed investors meeting "ESG Initiatives" held on March 21, 2024.	<a href="#">Reference Page</a>
Human Rights Report	April 2024	The report describes the Bank's initiatives regarding respect for human rights, including the development of a human rights framework, identification of human rights issues, prevention and mitigation of human rights issues, and remedies.	<a href="#">Reference Page</a>
The revision of Medium-term Management Plan	May 2024	A review and revision of the Medium-term Management Plan covering the period from FY2022/3 through FY2026/3, which was originally announced in May 2021.	<a href="#">Reference Page</a>
Sustainability Site (Homepage)	-	Summary of information on the Bank's sustainability activities from the perspectives of management, the environment, society, and governance.	<a href="#">Reference Page</a>
Climate Change Initiatives	-	Disclosure of data on finance portfolio emissions and other information (including emissions obtained using an attribution factor calculated using corporate value based on market value).	<a href="#">Reference Page</a>
ESG Investment and Financing Policy	-	Policy that applies to all investments and financing directly extended by the Bank with the aim of securing medium- to long-term returns and reducing risks, as well as to address social issues.	<a href="#">Reference Page</a>
ESG Data	-	Various ESG data related to the environment, society, compliance/labor practices, governance, etc.	<a href="#">Reference Page</a>





### **Disclaimer**

This report is based on information and data that the Bank recognizes to be reliable, but the Bank does not guarantee its accuracy or completeness. In addition, the forward-looking statements contained in this report are based on certain assumptions and are not intended to suggest or guarantee future performance.

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