








SDGs Achievement Measures

Sustainable Development Goals (SDGs) are the 2016-2030 international development goals stated in the 2030 Agenda for Sustainable Development adopted during the United Nations summit held in September 2015. Japan Post Group will develop its business that contributes to the creation of a sustainable society in order to achieve these goals through

measures such as identifying priority issues (materiality) in its new CSR Basic Policy (see P. 42).

The following priority issues, future vision, measures and targets for the fiscal year ending March 31, 2021 are as stated in Japan Post Group Medium-term Management Plan 2020 announced in May 2018.

Priority Issues	Future Vision	Measures	FY2021/3 Targets
1. Provision of universal services	 <p>Provide products and services necessary for every stage of life based on a post office network that is essential to the infrastructure of society and prioritizes the livelihood of customers</p>	<ul style="list-style-type: none"> Maintenance of post office network and provision of universal services 	<ul style="list-style-type: none"> Provision of universal services through a seamless post office network
(Together with local communities) 2. Promotion of healthy living 3. Development of the next generation 4. Development and revitalization of regional communities	   <p>Create a secure and prosperous society where everyone can live a safe and healthy life, and a sustainable society that will lead us into the future</p>	<ul style="list-style-type: none"> Expansion of Watch Over Service Promotion of Radio Exercise Promotion of Kampo Platinum Life Service Promotion of letter-writing Financial education (on-site lessons at elementary and other schools, and Japan Post Bank Piggy Bank Design Contest for Children) Partnerships with local municipal organizations 	<ul style="list-style-type: none"> Continued promotion of Watch Over Service and other services
(Together with the Earth) 5. Reduction of greenhouse gas emissions 6. Effective use of resources and reduction of waste	  <p>Actively contribute to society through corporate activities that take into consideration climate change and global warming</p>	<ul style="list-style-type: none"> Regeneration of regional communities through development of green areas Support for environmental conservation activities through expanded use of non-passbook general accounts Implementation of donations based on online provision of contract guidelines and policy conditions 	<ul style="list-style-type: none"> Reduction of CO₂ emissions by 47,000 tons (4.4%) compared to FY2017/3
(Together with people) 7. Development of human resources 8. Workstyle reform	 <p>Create an environment where each and every employee is motivated to actively demonstrate their full capabilities</p>	<ul style="list-style-type: none"> Training in accordance with career paths (training by level, frontline leader training, etc.) Group joint training (for transferees, newly appointed executives, etc.) Promotion of active participation of female employees (promotion to higher positions including management, etc.) Promotion of employment of people with disabilities Acceleration of understanding of gender diversity (LGBT) Promotion of child and family care leaves Workstyle reform (reduction of working hours, etc.) Promotion of employee physical and mental health maintenance and improvement 	<ul style="list-style-type: none"> Percentage of women in management Japan Post Co.: 10% or more Japan Post Bank Co.: 14% or more Japan Post Insurance Co.: 14% or more Japan Post Holdings Co.: 11% or more Achievement and maintenance of Group target employment rate of 2.5% for people with disabilities
9. Fair business practices	 <p>Require transparent management, comply with regulations, and contribute to the development of society and the local community</p>	<ul style="list-style-type: none"> Thorough Group-wide compliance Elimination of relationships with antisocial forces 	<ul style="list-style-type: none"> Zero internal criminal activity Continued elimination of relationships with antisocial forces