

Toward the Realization of a Sustainable Society

Japan Post Group's Sustainability Management

The trend of prioritizing the correlation between economic activities and sustainability is growing in prominence around the world and continues to gather momentum, evidenced in particular by adoption of the United Nations Sustainable Development Goals (SDGs) in September 2015, adoption of the Paris Agreement at the 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP21), and establishment of the Task Force on Climate-related Financial Disclosures (TCFD) by the Financial Stability Board (FSB) in December 2015.

Based on this trend in the global community, the Japan Post Group will further promote management from the social perspective that we have taken since our foundation in 1871.

Through our nationwide network of 24,000 post offices, we will steadily fulfill our role in social infrastructure through the stable provision of postal, banking and insurance services that support the foundations of our lives to all regions without exception. We will also face up to the changing challenges and needs of the times and create and share value through products and services that resolve these issues. This is the philosophy of the Japan Post Group's sustainability management.

■ Sustainable Development Goals (SDGs)



■ Japan Post Group's SDGs Book

Our SDGs Book provides details on the relationship between the Japan Post Group and the sustainability of society, the importance of working to realize the SDGs through our Group's business activities, and case examples of our actions.







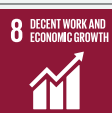



For details, we refer you to our website
 (<https://www.japanpost.jp/csr/sdgs/>)

Realization of the SDGs

The SDGs are a collection of global goals adopted by the United Nations in September 2015 to bring an end to poverty and give the world a sustainable future. The 17 goals are defined in a list of 169 targets aimed at resolving global challenges by 2030.

The Japan Post Group has selected CSR Priority Issues (Materiality) in the three fields of local communities, the earth, and people and the key themes of the Japan Post Group CSR Basic Policy, and is undertaking activities that are linked to each of the SDGs. In order to ensure harmony between our management strategy and our SDGs-related activities, we implement the “provision of universal services” and “fair business practices” as part of Medium-Term Management Plan 2020 announced in May 2018. We also incorporate the SDGs into the framework of our management strategy and through our Group-wide business activities aim to contribute to the achievement of the SDGs and become a company trusted by society.

Priority Issue	Future vision	Measures	Fiscal year ending March 31, 2021 targets
① Provision of Universal Services	 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	Maintenance of post office network and provision of universal services	Provision of universal services through a seamless post office network
(Together with Local Communities) ② Promoting Healthy Living ③ Nurturing the Next Generations ④ Development with Local Communities	   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	<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 	Continued promotion of Watch Over Service and other services
(Together with the Earth) ⑤ Reducing Greenhouse Gas Emissions ⑥ Effective Use of Resources and Reduction of Waste	  Actively contribute to society through corporate activities that take into consideration climate change and global warming	<ul style="list-style-type: none"> • Regeneration of regional communities through the 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 	Reduction of CO ₂ emissions by 120,000 tons (11.4%) compared with the fiscal year ended March 31, 2017
(Together with People) ⑦ Development of Human Resources ⑧ Workstyle Reform	 Create an environment where each and every employee is motivated to actively demonstrate their full capabilities	<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 leave • Workstyle reform (reduction of working hours, etc.) • Promotion of employee physical and mental health maintenance and improvement 	<ul style="list-style-type: none"> • Target percentage of women in management • Japan Post Co., Ltd.: 10% or more • Japan Post Bank Co., Ltd.: 14% or more • Japan Post Insurance Co., Ltd.: 14% or more • Japan Post Holdings Co., Ltd.: 11% or more • Employment rate of persons with disabilities: achieve and maintain 2.5% of the Group target
⑨ Fair Business Practices	 Require transparent management, comply with regulations, and contribute to the development of society and the local community	<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