Social Information Verification Statement

23 July 2026

JAPAN POST HOLDINGS Co., Ltd.

Japan Management Association
Sustainability Center
Masahiko Maeda, Senior Executive

1. Objective and Scope of Verification

Japan Management Association Sustainability Center (JMASusC) was commissioned by JAPAN POST HOLDINGS Co., Ltd. (hereinafter, referred to as "the Organization") to conduct independent verification on a limited level of assurance. The scope of verification is the following social information (hereinafter, referred to as "the Monitoring data") within its Monitoring result "Fiscal year 2025 Absentee rate Monitoring Report" (hereinafter, referred to as "the Report") from 1 April 2025 to 31 March 2026.

- Absentee rate: Absentee rate for full-time employees within the Organization*1

The objective of this verification is to confirm that the Monitoring data in the Organization's applicable scope have been correctly calculated and reported in line with the criteria of the monitoring procedure*2, and to express our views as a third party. The Organization's responsibility is to prepare the Report and report the Monitoring data, and JMASusC's responsibility is to express our views on the Monitoring data of the Report as a third party. There is no specific conflict of interest between the Organization and JMASusC.

2. Procedure of Verification

Social information in the Report was verified in accordance with the requirements of ISAE3000, and the following processes were implemented at limited level of assurance. The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than, those performed in a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement.

- Assessment regarding the information to specify the Monitoring data in the Report, monitoring procedure, monitoring system, and related documents
- Interviews with persons in charge of preparing the Report
- Verifying the evidence for confirmation of the accuracy of the Monitoring data by sampling

3. Conclusion of Verification

Within the scope of the verification activities employing the methodologies mentioned above, nothing has come to our attention that caused us to believe that the Organization's Monitoring data information in the Report of fiscal year 2025 was not calculated and reported in conformance with the criteria in all material respects.

Verified Absentee rate (%)	
Absentee rate	**1.45**

4. JMASusC's Independence and Quality Control

JMASusC implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065:2020. It is at least as demanding as the requirements of the International Standard on Quality Management 1 and complies with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

NOTE:
*1 : Monitoring of Absentee rate : Calculated based on the monitored data of full-time employees on 31 March 2026 and the total number of scheduled working days.
*2 : Monitoring procedure : "Reporting procedures (Absentee rate)" prepared by the Organization