

E ■ ESG Data
Data on Environment

(*) Due to the increase of approximately 13,000 employees seconded to the Company from Japan Post Co., Ltd. following the transition to the “new Japan Post Insurance sales system” in April 2022, the figures for FY2022 in some items have changed significantly from those of FY2021.

Scope 1,2

			Unite	FY2018	FY2019	FY2020	FY2021	FY2022
Scope1 (Direct energy use)	Facility	Town gas	1,000m ³	638.4	686.2	728.9	621.8	904.9
			GJ	28,731.9	30,888.0	32,803.0	27,802.6	40,833.8
			tCO ₂	1,432.8	1,540.0	1,635.8	1,386.4	2,036.2
		LP gas	t	3.9	1.0	0.0	0.0	9.4
			GJ	198.9	50.8	0.0	0.0	476.2
			tCO ₂	11.7	3.0	0.0	0.0	28.1
		Kerosene	KL	9.0	8.0	10.6	11.8	78.1
			GJ	330.8	295.2	387.6	432.8	2,867.9
			tCO ₂	22.4	20.0	26.3	29.4	194.5
		Diesel oil	KL	0.9	0.1	0.6	2.0	0.8
			GJ	33.4	4.5	21.6	74.5	29.5
			tCO ₂	2.3	0.0	1.5	5.1	2.0
	Heavy oil	KL	28.0	31.8	35.1	37.6	93.4	
		GJ	206.7	1,243.1	1,371.3	1,471.8	3,652.8	
		tCO ₂	14.3	87.0	95.0	102.0	253.1	
	Vehicles	Gasoline	KL	1,466.5	1,204.0	705.9	689.4	2,840.5
			GJ	50,739.3	41,657.1	24,423.8	23,851.6	98,281.3
			tCO ₂	3,402.2	2,793.2	1,638.8	1,600.4	6,594.7
	Scope1Total			GJ	80,240.9	74,138.7	59,007.2	53,633.3
Scope1Total			tCO ₂	4,885.7	4,443.2	3,397.4	3,123.3	9,108.8
Scope2 (Indirect energy use)	Electricity	1,000kWh	30,660.3	29,576.0	29,066.6	26,551.6	41,505.9	
		GJ	304,956.0	290,404.0	284,663.5	260,913.6	410,168.2	
		tCO ₂	14,654.7	13,708.8	13,147.4	10,885.9	11,297.5	
	Cold water	GJ	8,331.3	9,581.2	10,157.3	9,414.7	10,402.8	
		tCO ₂	349.2	402.0	425.7	394.6	444.8	
	Warm water	GJ	5,321.3	5,703.8	7,899.2	7,062.6	6,320.0	
		tCO ₂	223.0	239.0	331.1	296.0	265.6	
	Steam	GJ	3,414.4	3,517.0	3,835.3	4,228.6	4,037.7	
		tCO ₂	143.1	147.0	160.7	177.2	169.2	
	Scope2 Total			GJ	322,023.1	309,206.0	306,555.3	281,619.4
Scope2 Total			tCO ₂	15,370.0	14,496.8	14,064.9	11,753.7	12,177.1
Total energy consumption for Scope1 and Scope2			GJ	402,264.0	383,344.7	365,562.5	335,252.7	577,070.1
Total CO ₂ emissions for Scope1 and Scope2			tCO ₂	20,255.7	18,940.0	17,462.3	14,877.1	21,285.9
Scope1 and Scope2	Facility	Total energy consumption of facilities	GJ	351,524.7	341,687.6	341,138.7	311,401.1	478,788.8
		Energy consumption (total) crude oil equivalent	KL	9,107.3	8,815.5	8,801.4	8,034.1	12,352.8
		Total floor space	m ²	248,260.7	249,579.4	250,032.9	267,197.4	345,651.0
		Basic unit of energy use	kl/m ²	0.037	0.035	0.035	0.030	0.036
	Vehicles	CO ₂ emissions from vehicles	tCO ₂	3,402.2	2,793.2	1,638.8	1,600.4	6,594.7
		Mileage	km	21,521,670.0	19,908,707.2	13,228,474.6	13,192,951.7	66,175,008.0
		Basic unit related to CO ₂ emissions (emissions / mileage)	tCO ₂ /km	0.0001581	0.0001403	0.0001239	0.0001213	0.0000997

(*) Vehicle mileage for FY2022 is an estimate due to the shift to the new Japan Post Insurance sales system, and as such, the calculation method differs to that used through FY2021.

Scope 3 (Other indirect GHG emissions)

Category	Item	Details	Unit	FY2020	FY2021	FY2022
1-Products and services purchased	Copier paper	Amount of copier paper procured (*limited to head office use)	tCO ₂	180.4	105.8	69.4
	Uniform	Amount of uniforms procured	tCO ₂	0.4	1,134.3	804.3
	Form	Amount of paper procured for preparation of insurance forms, excluding Contract Guidelines and Policy Conditions	tCO ₂	1,360.8	1,196.5	1,071.9
	Insurance certificates	Amount of paper used to prepare insurance certificates (including envelopes and enclosed letters of transmittal) given to customers at the time of contract	tCO ₂	13.7	38.5	52.1
	Contract Guidelines and Policy Conditions	Amount of paper used to prepare Contract Guidelines and Policy Conditions given to customers at the time of contract	tCO ₂	970.1	861.8	1,066.9
2-Capital goods	Owned vehicles	As all our business vehicles are leased vehicles, there are no owned vehicles. Leased vehicles are recorded in Scope 1.	tCO ₂	0.0	0.0	0.0
3-Fuel and energy-related activities not included in Scope 1 and 2	Heavy oil A	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	15.5	11.3	5.9
	LP gas	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	0.0	0.0	0.0
	Gasoline	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	393.1	383.9	1,581.9
	Diesel oil	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	0.2	0.6	0.1
	Steam, hot and cold water	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	527.3	392.4	393.8
	Electric power	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	1,982.9	1,560.7	1,521.6
	Town gas	All offices are subjected in the same way to Scope 1 and 2	tCO ₂	377.4	277.9	255.9
6-Business trips	Business trips	Domestic (sales, business trips, relocation, lodging), overseas (business trips, assignments, lodging)	tCO ₂	416.9	391.0	901.9
		Employee commuting	Train, bus, private car	kgCO ₂	2,746.9	2,573.7
12-Disposal of sold products	Insurance certificates	Amount of disposed insurance certificates given to customers at the time of contract	tCO ₂	1.0	2.8	3.8
	Contract Guidelines and Policy Conditions	Amount of disposed Contract Guidelines and Policy Conditions given to customers at the time of contract	tCO ₂	70.0	62.2	77.0

(*) Greenhouse gas emissions of Japan Post Insurance (Scope 1, 2, and 3) have been independently verified by a third party in accordance with the ISO14064-3 certification standard.

The scope of the verification covers facilities owned by the Company (including facilities owned by the Company that are leased by other companies in the Japan Post Group) and tenants leased by the Company. Emissions at facilities owned by other companies in the Japan Post Group that are partially leased by the Company are not included in the scope of this report.

Verification is conducted by the entire Japan Post Group. Facilities located in facilities owned by other Group companies (eg. regional headquarters, branches) are verified by the companies that own them. Including those, all of our facilities have been verified.

Energy Consumption

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total Energy	1,000kWh	57,690.3	55,392.9	51,538.6	47,201.4	87,867.6
(of which, renewable energy consumption)	1,000kWh	0.0	0.0	0.0	2,316.5	14,837.0
(of which, non-renewable energy consumption)	1,000kWh	57,690.3	55,392.9	51,538.6	44,884.8	73,030.6

Water Consumption

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Water Consumption	Water supply	1000m ³	44.4	50.0	44.2	35.9
	Sewerage	1000m ³	50.7	53.0	45.5	33.5

Amount of Waste and Quantity of Copier Paper Purchased

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Amount of general waste ^(*)	t	489.5	775.6	1,198.1	996.3	727.3
(amount of general waste recycled)	t	430.3	698.8	1,102.8	918.2	652.1
Amount of industrial waste emissions ^(*)	t	65.1	283.6	477.4	222.5	146.4
(amount of industrial waste recycled)	t	5.5	28.8	363.1	185.2	122.2
Quantity of copier paper purchased	t	621.4	546.7	468.7	344.8	665.9
	Recycled paper purchasing rate ^(*)	—	97.8	98.1	98.0	98.2

(*1) The above data is for our head office locations and large-scale facilities (Otemachi Place West Tower and Osaki Bright Tower, Sendai Service Center, Gifu Service Center, Kyoto Service Center(KPR Bldg 10, Fukuoka Service Center, Information Management Center, West Japan Organizations Management Center(Okazaki Bldg)).

(*2) The above data is for our head office locations (Otemachi Place West Tower and Osaki Bright Tower).

Environmental Conservation Activities

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Support for environmental conservation activities (donations to forestation activities, etc.)	yen	33 million	34 million	2 million	2 million	2 million



■ ESG Data Data on Social

(*) Due to the increase of approximately 13,000 employees seconded to the Company from Japan Post Co., Ltd. following the transition to the “new Japan Post Insurance sales system” in April 2022, the figures for FY2022 in some items have changed significantly from those of FY2021.

As of the years ended March 31

Employee Data		FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees (regular employees) *consolidated	Total	8,269	8,283	8,252	8,144	19,776
	Male	4,804	4,756	4,681	4,586	15,206
	Ratio	58.1%	57.4%	56.7%	56.3%	76.9%
	Female	3,465	3,527	3,571	3,558	4,570
	Ratio	41.9%	42.6%	43.3%	43.7%	23.1%

(*) The scope of consolidation includes the Company and subsidiary, Japan Post Insurance System Solutions Co., Ltd

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees (regular employees) *non-consolidated	Total	7,617	7,638	7,645	7,545	19,148
	Male	4,307	4,270	4,233	4,147	14,759
	Ratio	56.5%	55.9%	55.4%	55.0%	77.1%
	Female	3,310	3,368	3,412	3,398	4,389
	Ratio	43.5%	44.1%	44.6%	45.0%	22.9%

(*1) The number of employees excludes employees assigned to other companies by Japan Post Insurance Co., Ltd., but includes employees assigned to Japan Post Insurance Co., Ltd. by other companies. The figures exclude non-regular employees (including indefinite-term employees based on the indefinite-term employment conversion system).

(*2) The Number of employees (persons) by nationality and ratio (%) (FY2022)

Japan 19,139 (99.95%) China 5 (0.03%) Korea 3 (0.02%) Others 1 (0.01%)

of which, the number of administrators and ratio

Japan 2,133 (99.9%) China 1 (0.05%) Korea 1 (0.05%)

		FY2018	FY2019	FY2020	FY2021	FY2022
Average age (Years old)	Total	39.0	39.4	39.9	40.5	43.6
	Male	41.8	42.1	42.7	43.2	45.0
	Female	35.3	35.9	36.5	37.3	38.9

(*) Average age are based on attained ages as of the end of fiscal year, and truncated to the first decimal place.

		FY2018	FY2019	FY2020	FY2021	FY2022
Average years of service (Years)	Total	14.7	15.0	15.4	15.9	18.3
	Male	17.5	17.8	18.3	18.7	19.6
	Female	11.0	11.5	11.8	12.5	13.8

(*1) Average years of service are based on years of service as of the end of fiscal year, and truncated to the first decimal place.

(*2) Average years of service represent the number of years of continuous service including years at the Ministry of Posts and Telecommunications, the Postal Services Agency (Ministry of Internal Affairs and Communications) and Japan Post.

		FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of female managers (%)	Total	12.1	11.9	12.1	9.1	10.2
	Head offices	—	—	—	13.9	15.5

(*) The figures are as of April 1 of the next fiscal year.

	FY2022
Ratio of female Company employees who are members of the Institute of Actuaries of Japan(%)	8.1

(*) The figures are As of the years ended March 31.

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of job leavers (Persons)	Total	—	—	284	280	347
Turnover rate (%)	Total	—	—	3.6	3.6	4.5
Spontaneous turnover rate (%)	Total	—	—	—	—	4.5

New Hires Data*

		FY2018	FY2019	FY2020	FY2021	FY2022
Total (Persons)	Total	322	242	205	128	184
	Male	128	101	79	60	90
	Female	194	141	126	68	94
	Area core position	141	95	78	57	86
	General position	82	63	54	25	17
	Career-track position	99	84	73	46	81
Hokkaido Area (Persons)	Total	8	2	8	2	4
	Area core position	8	2	8	2	4
	General position	0	0	0	0	—
Tohoku Area (Persons)	Total	18	16	10	5	5
	Area core position	11	10	6	3	5
	General position	7	6	4	2	—
Kanto Area (Persons)	Total	6	9	13	5	8
	Area core position	6	9	13	5	8
	General position	0	0	0	0	—
Tokyo Area (Persons)	Total	74	56	38	20	27
	Area core position	36	16	10	12	10
	General position	38	40	28	8	17
Minami (South)-Kanto Area (Persons)	Total	7	3	5	4	5
	Area core position	7	3	5	4	5
	General position	0	0	0	0	—
Shinetsu Area (Persons)	Total	4	1	3	3	2
	Area core position	4	1	3	3	2
	General position	0	0	0	0	—
Hokuriku Area (Persons)	Total	4	5	3	3	1
	Area core position	4	5	3	3	1
	General position	0	0	0	0	—
Tokai Area (Persons)	Total	29	13	10	13	14
	Area core position	12	12	6	9	14
	General position	17	1	4	4	—
Kinki Area (Persons)	Total	40	27	19	14	26
	Area core position	23	13	7	5	26
	General position	17	14	12	9	—
Chugoku Area (Persons)	Total	12	9	3	3	4
	Area core position	12	9	3	3	4
	General position	0	0	0	0	—
Shikoku Area (Persons)	Total	3	1	1	1	2
	Area core position	3	1	1	1	2
	General position	0	0	0	0	—
Kyushu Area (Persons)	Total	16	14	19	8	4
	Area core position	13	12	13	6	4
	General position	3	2	6	2	—
Okinawa Area (Persons)	Total	2	2	0	1	1
	Area core position	2	2	0	1	1
	General position	0	0	0	0	—

(*) Area core position started in FY2019. The number of Area core position in FY2018 is the sum of operational positions and sales positions.

	FY2018	FY2019	FY2020	FY2021	FY2022
New employee retention rate (at the end of 3 years) (%)	84.4	87.2	86.0	86.8	87.3

(*) Status of retention of new employees represents the retention rate of new graduates for each year after three years from their employment.

		FY2018	FY2019	FY2020	FY2021	FY2022
Rate of employees with disabilities (%)	Japan Post Group	2.28	2.31	2.36	2.35	2.42

(*) Ratio of employees with disabilities (for the entire Japan Post Group) represents the number employed by all six companies in the Japan Post Group as of June 1 of each fiscal year.

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of mid-career hires (Persons)	Total	32	16	9	14	29
	Male	26	15	6	14	22
	Female	6	1	3	0	7

Work-Life Balance

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees who took childcare leave (Persons)	Total	303	314	284	289	524
Rate of Taking Childcare Leave (%)	Total	64.5	81.7	90.6	97.0	97.9
Total number of employees who returned to work (Persons)	Total	162	169	210	243	368
Return-to-work rate after childcare leave (%)	Total	98.2	97.7	96.8	98.0	98.7

		FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees who took nursing care leave (persons)	Total	6	14	10	6	26
	Male	2	4	6	4	19
	Female	4	10	4	2	7
Number of employees who took partial nursing care leave (Persons)	Total	5	4	5	7	16
	Male	2	2	3	4	7
	Female	3	2	2	3	9

	FY2018	FY2019	FY2020	FY2021	FY2022
Monthly average amount of overtime per employee (Hours) (for regular employees who are entitled to overtime pay)	8.4	8.9	7.1	8.6	7.1

	FY2018	FY2019	FY2020	FY2021	FY2022
Rate of taking paid leave (%)	87.7	93.9	90.6	89.8	97.1

(*) Partial change in calculation method from FY2021 (excluding from the denominator, employees who took zero days of paid leave during the period due to childcare leave, leave of absence, etc.)

Employee Health	FY2018	FY2019	FY2020	FY2021	FY2022
Health check-up rate (%)	100.0	100.0	100.0	100.0	100.0
Stress check-up rate (%)	92.8	92.3	92.5	91.8	94.03
Absentee rate (%)	—	—	—	1.48	1.62
Occurrence of work-related accident (Cases)	0.47	0.38	0.38	0.60	1.92

(*) Calculated at an annual rate of 1,000 (the number of deaths and injuries that occur per 1,000 workers per year)

(*) The Japan Post Group set reduction target of occurrence of work-related accident.

FY2022 Targets : Japan Post Group 4.96 (ratio of thousand persons per year)

Salary and Benefits	FY2018	FY2019	FY2020	FY2021	FY2022
Average annual salary (Ten thousand of yen)	655	665	640	649	599
Total annual salary and benefits (Millions of yen)	—	76,354	73,016	71,167	165,811

ES Survey	FY2018	FY2019	FY2020	FY2021	FY2022
ES Survey (Engagement score survey)	—	—	CC	CCC	C

(*) C is the 9th from the top of all 11 levels, CC is the 8th from the top, CCC is the 7th from the top.

Capacity Development and Education	FY2018	FY2019	FY2020	FY2021	FY2022
Skill development training hours (Hours) *	72,154	40,394	19,829	29,665	41,004
Average training time per participant (Hours)	44.2	24.9	8.0	10.9	17.6
Average training days per participant (Days)	5.5	3.1	1.9	3.2	2.5
Average training time of all employees (Hours)	9.5	5.3	2.6	3.9	2.1
Average training days of all employees (Days)	1.2	0.7	0.6	1.1	0.3
Average training expenses of all employees (Yen)	—	—	73,000	69,000	32,000

(*) Skill development training hours are the hours of training by job level, such as new employee and management training, organized by the Human Resources Development Office (training hours x number of participants).

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of users in encouragement program for the acquisition of qualifications and certifications (Persons) *1	738	1,308	1,029	779	917
Number of participants in correspondence courses (Persons) *2	219	192	125	107	111
Number of participants in overseas education (Persons) *3	0	1	1	1	1
Number of overseas trainees (Persons) *3	9	3	0	0	1
Number of users in domestic MBA support program (Persons) *3	5	2	0	1	0

(*1) The number of users in encouragement program for the acquisition of qualifications and certifications is calculated based on the number of qualifications acquired through this system.

(*2) The number of participants in correspondence courses is calculated based on the number of courses taken.

(*3) For overseas education, overseas trainees, and domestic MBA support programs, the number of employees in the fiscal year in which they traveled or started using the program is shown.

	FY2018	FY2019	FY2020	FY2021	FY2022
Number of successful applicants in career challenge system*	—	—	—	21	18

(*) Career challenge system allows employees to take on the challenge of new tasks in a job or environment away from their current one for the purpose of encouraging autonomous growth, and successful applicants assign to their chosen tasks in a job.

Satisfaction Survey	FY2018	FY2019	FY2020	FY2021	FY2022
Customer Satisfaction Survey (%)	82	—	79	78	79

*1 We conduct a Customer Satisfaction Survey (Customer Feedback Survey) to improve services based on customers' evaluations.

*2 The satisfaction level was evaluated on a five-point scale of "satisfied," "somewhat satisfied," "not satisfied or dissatisfied," "somewhat dissatisfied," and "dissatisfied," and the total ratio of customers who answered "satisfied" and "somewhat satisfied" is shown. In FY2019, the Customer Satisfaction Survey was not performed as we concentrated our efforts on insurance claim surveys and other initiatives.

Social Contribution	FY2020	FY2021	FY2022
Donation Amount (Thousands of yen)	121,945	140,530	67,339
Sponsorship Amount (Thousands of yen)	186,043	29,433	96,688



Structure of the Board of Directors, etc.		FY2019	FY2020	FY2021	FY2022	FY2023
Board of Directors	Chairperson	President, CEO and Representative Executive Officer				
	Number of Directors (Persons)	10	9	9	10	11
	Number of Outside Directors (Persons)	7	5	5	6	7
	Ratio of Female Directors (%)	30.0	22.2	22.2	20.0	36.4
Audit Committee	Committee Chair	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director
	Number of Audit Committee members (Persons)	4	5	5	4	5
	Number of Outside Directors (Persons)	4	4	4	3	4
Nomination Committee	Committee Chair	Internal non-Executive Director	Outside Director	Outside Director	Outside Director	Outside Director
	Number of Nomination Committee members (Persons)	3	5	5	5	5
	Number of Outside Directors (Persons)	2	3	3	3	3
Compensation Committee	Committee Chair	Outside Director	Outside Director	Outside Director	Outside Director	Outside Director
	Number of Compensation Committee members (Persons)	3	3	3	4	4
	Number of Outside Directors (Persons)	2	2	2	3	3

(*1) As of July 1, of each fiscal year

(*2) In accordance with the Corporate Governance Code, etc., the Company selects its lead outside director through an internal vote among its outside directors.

(As of July 1, 2023: Director SUZUKI Masako)

Operations of the Board of Directors, etc.		FY2018	FY2019	FY2020	FY2021	FY2022
Board of Directors	Number of meetings held	13	21	17	13	14
	Average attendance rate (%)	98.6	98.1	100	99.1	100
Audit Committee	Number of meetings held	16	16	17	16	17
	Average attendance rate (%)	100	100	100	100	100
Nomination Committee	Number of meetings held	3	3	5	5	4
	Average attendance rate (%)	88.9	100	100	100	100
Compensation Committee	Number of meetings held	4	7	8	7	6
	Average attendance rate (%)	100	100	100	100	100

(*1) April 1 to March 31 of each fiscal year

(*2) Average attendance rate: The attendance rate for each meeting is calculated, summed for one fiscal year, and then divided by the number of meetings (rounded to the first decimal place).

Executive Officers Composition		FY2019	FY2020	FY2021	FY2022	FY2023
Number of Executive Officers (Persons)		26	28	28	29	23
Ratio of female Executive Officers (%)		11.5	10.7	3.6	6.9	17.4

(*) As of July 1, of each fiscal year

Executive Compensation (FY2022)

Officer Category	Total amount of compensation, etc. (millions of yen)	Total amount of compensation, etc. by type (millions of yen)		Number of eligible officers
		Fixed compensation	Performance-linked stock compensation	
Directors (excluding Outside Directors)	27	27	—	1
Outside Directors	61	61	—	7
Executive Officers	797	671	126	31

(*1) As the Company does not give compensation, etc. for Directors who concurrently serve as an Executive Officer of the Company or the parent company, etc., the number of eligible officers in the Directors category in the chart above does not include those who concurrently serve as an Executive Officer of the Company or the parent company, etc.

(*2) The amount recorded as performance-linked stock compensation is the amount recorded in the fiscal year ended March 31, 2023. In principle, we record the amount assumed to have been incurred during the fiscal year at the end of every fiscal year as an allowance and reverse these allowances at the time of officers' retirement (payment). The finalized amount could differ from the recorded amount of allowances.

(*3) No bonuses are paid.

Status of Voting Rights

As of September 30, 2023

Classification	Number of stocks	Number of voting rights	Content
Non-voting stocks	—	—	—
Stocks with restricted voting rights (treasury stock, etc.)	—	—	—
Stocks with restricted voting rights (other)	—	—	—
Stocks with full voting rights (treasury stock, etc.)	(Treasury stock) Common stock 11,100	—	Standard stock of the Company with no restrictions on the content of rights
Stocks with full voting rights (other)	Common stock 383,127,900	3,831,279	same as above
Shares of less than one unit	Common stock 53,300	—	—
Total number of stocks issued	383,192,300	—	—
The number of voting rights of all shareholders	—	3,831,279	—

*1 The common stock in the stocks with full voting rights (other) column includes 415,900 stocks (4,159 voting rights) of the Company stock held by the Board Benefit Trust (BBT).

*2 The common stock in the shares of less than one unit column includes 51 shares of treasury stock owned by the Company.

Independent Auditor

As of March 31, 2023

Name of auditing firm	Continuous audit period (years)
KPMG AZSA LLC	17

Anti-corruption

Classification	FY2019	FY2020	FY2021	FY2022
Number of acts of bribery or other forms of corruption	0	0	0	0
Amount of fines imposed for bribery and other forms of corruption (yen)	0	0	0	0
Number of conflicts of interest ^{*1}	0	0	0	0
Number of cases of insider trading ^{*2}	0	0	0	0

(*1) The number of cases in which the interests of customers were found to have been unfairly harmed by transactions that may cause a conflict of interest, for which the Company was subject to administrative sanctions

(*2) The number of cases in which criminal penalties or administrative sanctions were imposed due to violations of insider trading regulations relating to Company business operations

Political donations

区分	FY2019	FY2020	FY2021	FY2022
Political donations (yen)	0	0	0	0