

# ESG Data

## Environment

### GHG Emissions

		Unit	FY2020	FY2021	FY2022
Scope1 (Direct emissions from owned or controlled sources)	The Bank's business sites	t-CO <sub>2</sub>	★ 1,256	★ 1,259	1,342
	Group companies	t-CO <sub>2</sub>	8	★ 24	25
	Total	t-CO <sub>2</sub>	1,264	★ 1,283	1,366
Scope2 (Indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company)* <sup>1</sup>	The Bank's business sites	t-CO <sub>2</sub>	★ 19,057	★ 18,590	14,854
	Group companies	t-CO <sub>2</sub>	1,009	★ 614	672
	Total	t-CO <sub>2</sub>	20,066	★ 19,204	15,526
Total of Scope 1–2	The Bank's business sites	t-CO <sub>2</sub>	★ 20,313	★ 19,849	16,196
	Group companies	t-CO <sub>2</sub>	1,017	★ 638	696
	Total	t-CO <sub>2</sub>	21,330	★ 20,487	16,892
Scope3 Category1 Purchased goods and services** <sup>2</sup>	The Bank's business sites	t-CO <sub>2</sub>	-	-	265
	Group companies	t-CO <sub>2</sub>	-	-	46
	Total	t-CO <sub>2</sub>	-	-	311
Scope3 Category3 Fuel- and energyrelated activities	The Bank's business sites	t-CO <sub>2</sub>	808	744	708
	Group companies	t-CO <sub>2</sub>	31	20	21
	Total	t-CO <sub>2</sub>	1,529	1,460	729
Scope3 Category5 Waste generated in operations	The Bank's business sites	t-CO <sub>2</sub>	-	-	7
	Group companies	t-CO <sub>2</sub>	-	-	9
	Total	t-CO <sub>2</sub>	-	-	16
Scope3 Category6 Business travel	The Bank's business sites	t-CO <sub>2</sub>	457	450	437
	Group companies	t-CO <sub>2</sub>	238	246	253
	Total	t-CO <sub>2</sub>	695	697	690
Scope3 Category7 Employee commuting	The Bank's business sites	t-CO <sub>2</sub>	-	-	815
	Group companies	t-CO <sub>2</sub>	-	-	471
	Total	t-CO <sub>2</sub>	-	-	1,287
Scope3 Category15 Investments	Please refer to Calculating Financed Emissions				
GHG emissions (total of Scope 1–3)	The Bank's business sites	t-CO <sub>2</sub>	21,578	★ 20,588	18,429
	Group companies	t-CO <sub>2</sub>	1,286	★ 909	1,496
	Total	t-CO <sub>2</sub>	22,863	★ 21,497	19,925

### Energy Consumption

		Unit	FY2020	FY2021	FY2022
Electric power consumption	The Bank's business sites	kWh	★ 41,040,001	★ 39,990,982	36,987,910
	Group companies	kWh	2,208,164	★ 1,500,164	1,559,170
	Total	kWh	43,248,165	★ 41,491,145	38,547,080
	Of which renewable energy consumption** <sup>3</sup>	kWh	356,376	★ 321,036	5,084,703
Steam consumption	The Bank's business sites	MJ	★ 10,672,283	★ 8,912,274	1,890,405
	Group companies	MJ	-	★ 0	0
	Total	MJ	10,672,283	★ 8,912,274	1,890,405
Cold water consumption	The Bank's business sites	MJ	★ 816,476	★ 897,725	5,421,202
	Group companies	MJ	-	★ 46,342	48,926
	Total	MJ	816,476	★ 944,066	5,470,128
Hot water consumption	The Bank's business sites	MJ	★ 0	★ 1,500,055	2,556,137
	Group companies	MJ	-	★ 359	5,790
	Total	MJ	0	★ 1,500,414	2,561,927
Kerosene consumption	The Bank's business sites	kl	★ 84	★ 84	82
	Group companies	kl	0	★ 0	0
	Total	kl	84	★ 84	82
Heavy oil consumption	The Bank's business sites	kl	★ 20	★ 22	10
	Group companies	kl	0	★ 0	0
	Total	kl	20	★ 22	10
LP gas consumption	The Bank's business sites	Thousand m <sup>3</sup>	18	★ 17	18
	Group companies	Thousand m <sup>3</sup>	-	★ 0	0
	Total	Thousand m <sup>3</sup>	18	★ 17	18
City gas consumption	The Bank's business sites	Thousand m <sup>3</sup>	★ 432	★ 433	486
	Group companies	Thousand m <sup>3</sup>	3	★ 11	11
	Total	Thousand m <sup>3</sup>	435	★ 444	498
Gasoline consumption	The Bank's business sites	kl	347	320	305
	Group companies	kl	9	7	9
	Total	kl	356	327	314

## Use and Discard of Resources

	Unit	FY2020	FY2021	FY2022
Water usage*4	m <sup>3</sup>	82,129	63,614	49,629
Water usage (Specific energy consumption per gross floor area)	m <sup>3</sup>	0.8	0.6	0.5
Paper quantity consumed*5	t	241	169	170
Waste generated*6	t	181	163	115
Recycled volume*6	t	43	41	30

★Items subject to third-party verification by the Japan Quality Assurance Organization

## Greenhouse Gas Emissions Verification Report

FY2021:(PDF:750KB)

<https://www.xxxxxx>

FY2020:(PDF:731KB)

<https://www.xxxxxx>

### •Report Scope:

The Bank's business sites: The Bank's domestic and overseas business sites (Before FY2020, only domestic locations)

Group companies: The Bank's consolidated subsidiaries(Before FY2020, The Bank's consolidated subsidiaries and the Bank's overseas business sites)

### •Method of measuring GHG emissions:

Used the coefficients according to the "Greenhouse Gas (GHG) Emissions Measurement and Reporting Manual" prepared by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Government of Japan. For measurement at overseas business sites, the coefficients stipulated by the respective countries were used, in principle.

For Scope 3, used the coefficients according to the "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain" prepared by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Government of Japan.

\*1 Non-fossil certificates from renewable energy sources at the Bank's head office building(Otemachi One Tower) and the use of renewable energy at other facilities are calculated as zero emissions.

\*2 Non-fossil certificates from renewable energy sources at the Bank's head office building(Otemachi One Tower) and the use of renewable energy at other facilities are calculated as zero emissions.

\*3 Includes purchases of non-fossil certificates derived from renewable energy sources at theBank's headquarters building(Otemachi One Tower).

\*4 Amount of water consumption at the Bank's head office building (Otemachi One Tower) and Akishima Center, as well as its Group companies and overseas business sites

\*5 Amount of copy paper delivered to the Bank's domestic business sites, Group companies and overseas business sites

\*6 The amount of waste generated from the Bank's head office building (Otemachi One Tower), Group companies and overseas business sites.

## Society

### Basic Human Resources Data

	Unit	FY2020	FY2021	FY2022	
No. of employees*1	No.	3,584	3,536	3,439	
	Men	No.	2,343	2,303	2,233
		%	65.4	65.1	64.9
	Women	No.	1,241	1,233	1,206
%		34.6	34.9	35.1	
No. of non-core employees	No.	548	545	584	
	Men	No.	448	444	465
Women		No.	100	101	119
No. of dispatched employees	No.	50	67	93	
	Men	No.	1	1	0
		Women	No.	49	66
No. of seconded employees	No.	395	477	504	
No. of overseas local hires	No.	169	169	171	
Age structure	20s and below	No.	900	826	754
		%	25	23	22
	30s	No.	1,059	1,126	1,154
		%	30	32	34
	40s	No.	851	832	811
		%	24	24	24
	50s	No.	771	748	716
		%	22	21	21
	60s or higher	No.	3	4	4
		%	0	0	0
Average age	Age	39	39	39	
	Men	Age	40	40	40
		Women	Age	38	39
Average length of service	Years	13.6	13.7	14.1	
	Men	Years	13.0	13.2	13.6
		Women	Years	14.6	14.7

No. of new graduate hires	No.	90	92	116	
	Men	No.	47	54	54
	Women	No.	43	38	62
No. of mid-career hires	No.	9	33	26	
		%	9	26	33
	Men	No.	7	26	20
		%	13	33	27
	Women	No.	2	7	6
		%	4	16	9
Share of employees retained for 10 consecutive years of service* <sup>2</sup>	%	74.2	72.3	74.8	
	Men	%	83.3	78.7	78.7
	Women	%	62.3	63.9	69.2
Turnover	%	1	1	2	
	Men	%	1	1	2
	Women	%	2	1	3
Average monthly salary* <sup>3</sup>	Thousand yen	521	538	541	
No. of persons with disabilities hired	No.	139	130	136	
Share of persons with disabilities hired* <sup>4</sup>	%	2.67	2.52	2.60	
No. of post-retirement age employees* <sup>5</sup>	No.	303	299	329	

\*1 Including those who are retiring at the end of the current fiscal year

\*2 Percentage of employees hired nine to 11 fiscal years ago who continue to work as of this report

\*3 "Equal treatment for equal duty" policy is applied, with no gender discrimination or regional gaps within the country

\*4 Aggregate hiring ratio from the Bank, Group subsidiaries and special subsidiaries

\*5 Employment using the senior staff and the meister systems

## Human Resource Development Data

	Unit	FY2020	FY2021	FY2022
Training investment*	million yen	-	-	839.9
Number of persons educated abroad (MBA/LLM)	No.	124	124	125
Number of certified DX translators	No.	-	-	73
Number of sustainability e-learning course participants	No.	3,365	3,300	3,175

\* Expenses for various training programs, external training programs, overseas study programs, personal development support (subsidies for language and qualification acquisition, etc.), etc.

## Results of Promotion of Active Participation of Women

	Unit	FY2020	FY2021	FY2022	
Ratio of women hired	Career track	%	34	26	43
	Specified roles	%	67	100	100
	Regional	%	90	78	89
Share of women managers	%	6.3	6.6	7.6	

## Wage gap between men and women

All workers: 54.3%

Full-time workers: 53.2%.

Career-track workers: 57.9%

Branch career-track workers 80.8%

Business Experts: 83.0%

Part-time workers: 54.2%

Period covered: Fiscal 2022 (April 2022 to March 2023)

Wages: Includes basic salary, overtime allowance, bonuses, etc., and excludes retirement allowance, commuting allowance, etc.

Full-time workers: Includes workers seconded to outside companies.

Part-time workers: Includes contract workers, excluding trainees, incoming seconded workers, and temporary staff.

(Supplemental Explanation of Differences)

We do not consider gender differences in wage rules or evaluation criteria.

Branch career track and Business Expert figures are calculated by applying the new personnel system effective April 2023.

The reason for the lower average annual wages for women than men is due to differences in the ratio of gender in management positions (particularly senior management positions) and differences in age composition.

With regard to women's empowerment, we strive to achieve a 100% male maternity leave utilization rate, engage in work-style reform, and increase the ratio of women among new-graduate hires. These measures are based on our General Employers Action Plan. In addition, we continue to strengthen efforts to create an organization in which a diverse workforce, regardless of gender, plays an active role. We believe these efforts will result in a closing of the wage gaps described above.

## Childcare/Nursing-Related Data

	Unit	FY2020	FY2021	FY2022
No. of employees taking childcare leave	No.	148	155	185
	Men	97	101	118
	Women	51	54	67
Share of employees taking childcare leave	%	88	93	105
	Men* <sup>1</sup>	79	93	101
	Women* <sup>2</sup>	91	93	113
Share of employees returning after childcare leave* <sup>3</sup>	%	100	100	100
Days of nursing leave taken	Day	290	379	626
No. of employees taking nursing care leave	No.	3	2	2

\*1 The number of employees taking childcare leave divided by the number of dependents of employees giving birth (if leave and childbirth do not fall in the same fiscal year, these figures are counted toward the fiscal year where the leave began)

\*2 The number of employees taking childcare leave divided by the number of employees giving birth (if leave and childbirth do not fall in the same fiscal year, these figures are counted toward the fiscal year where the leave began)

\*3 Percentage of female employees who gave birth who continued to work (including periods of childcare leave) until their child's first birthday

## Workplaces and Work styles Data

	Unit	FY2020	FY2021	FY2022
Workplace and Work-Style Data	hours	1,862	1,895	1,886
	General staff	1,798	1,829	1,861
	Management	2,133	2,158	2,092
	Discretionary work system staff	2,245	2,232	2,218
Average overtime hours	hours	11.1	12.4	12.0
	Career track	14.8	16.7	15.4
	Regional	6.5	6.6	7.2
Average days of paid leave taken*	Day	14	14	15
Percentage of paid leave taken*	%	70.1	69.6	76.1
	General staff	73.3	73.6	80.5
	Management	61.7	58.4	65.0

\*Results based on calendar year figures

## Customer Consultations and Complaints

	Unit	FY2020	FY2021	FY2022
No. of received customer consultations and complaints	No.	52	28	16

## Governance

### Governance System

	Unit	As of July 1, 2021	As of July 1, 2022	As of July 1, 2023
Supervisory Committee members	No.	20	17	14
Women therein	No.	1	1	1
Directors and Executive Officers	No.	15	15	15
Women therein	No.	1	1	1
Audit and Supervisory Board members	No.	5	5	5
Women therein	No.	1	1	1

	Unit	FY2020	FY2021	FY2022
Number of Supervisory Committee meetings	No.	14	13	15
Average rate of attendance at Supervisory Committee meetings	%	92.7	91.8	93.3

## Compliance

	Unit	FY2020	FY2021	FY2022
Number of Compliance Hotline reports	No.	8	8	8