

# [The Norinchukin Bank] 2025



<b>Principle 1: Alignment</b>	<b>Principle 2: Impact &amp; Target Setting</b>	<b>Principle 3: Clients &amp; Customers</b>
<p><b>Content</b></p> <p>The Norinchukin Bank is committed to supporting our customers and clients. Our approach to sustainability is integrated within our business strategy. Our sustainability strategy, including the priority areas we focus on, has not changed since Mar 2024.</p> <p>We set ‘Purpose’ ‘Important Issues’ ‘Medium Term Vision for 2030’ for the corporate strategy, and sustainability is fully integrated in these three contents.</p> <p>We also set Environmental Policy and Human Rights Policy. We recognize the importance of adoption of international agreements such as Paris Agreement and Kunming- Montreal Global Biodiversity Framework within these policies.</p>	<p><b>Content</b></p> <p>The Bank has defined its Purpose with a view to environmental and social changes towards 2050. The Bank has also organized “Important Issues to Achieve Our Purpose” as important themes considering risks and opportunities, possible impacts for the Bank, and expectations from stakeholders.</p> <p>Through our daily business activities based on the Medium-Term Vision, we will work to address the risks and opportunities associated with these Important Issues, as well as to create positive impacts and reduce negative impacts.</p>	<p><b>Content</b></p> <p>Climate and nature are intertwined and efforts to address the risks and opportunities of related issues are inseparable. Given this correlation, we are committed to integrating climate and nature disclosures based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Task Force on Nature-related Financial Disclosures (TNFD).</p> <p>Within these frameworks, we set ‘transition plan’ and we see clients &amp; customers engagement as one of the major measures to implement the transition plan.</p>
<p><b>Links &amp; references</b></p> <p>Environmental Policy and Human Rights Policy: <a href="https://www.nochubank.or.jp/en/sustainability/management/policy/">https://www.nochubank.or.jp/en/sustainability/management/policy/</a></p> <p>Purpose, Important Issues, Medium Term Vision <a href="https://www.nochubank.or.jp/en/about/purpose.html">https://www.nochubank.or.jp/en/about/purpose.html</a></p>	<p><b>Links &amp; references</b></p> <p>Important Issues: Annual Report 2025 p.29-30 <a href="https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf#page=16">https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf#page=16</a></p> <p>Impact indicators and targets: Annual Report 2025 p.91-92 <a href="https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf">https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf</a></p>	<p><b>Links &amp; references</b></p> <p><a href="https://www.nochubank.or.jp/en/sustainability/environment/tcfdf/">https://www.nochubank.or.jp/en/sustainability/environment/tcfdf/</a></p> <p>Annual Report 2025 p.53-56 <a href="https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf">https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf</a></p>

<b>Principle 4: Stakeholders</b>	<b>Principle 5: Governance &amp; Culture</b>	<b>Principle 6: Transparency &amp; Accountability</b>
<p><b>Content</b></p> <p>In this era of increasing uncertainty, it is necessary for us to focus on engaging with our stakeholders to create sustainable environments and society, as well as to establish agriculture, fishery and forestry industries that will lead to the next generation. We must take actions together with our stakeholders based on mutual understandings and dialogues. The Bank guarantees transparency and accountability to our stakeholders. We take action to achieve our Purpose while maintaining and fostering a deeper trust with our stakeholders for the future.</p>	<p><b>Content</b></p> <p>The Sustainability Management Committee was established under the Board of Directors to address issues related to sustainability management and to determine overall sustainability-related policies. Discussion topics are submitted and reported to the Board of Directors and the Supervisory Committee if necessary.</p> <p>In addition, we have established a Sustainability Advisory Board as an advisory body of the Board of Directors to facilitate consultation with external experts and reflect their opinions in our efforts to enhance sustainability management.</p> <p>We have appointed two executive officers as Chief Sustainability Officers (Co-CSuO) to oversee and promote sustainable management.</p>	<p><b>Content</b></p> <p>We obtain limited third-party assurances for GHG emissions of Scope1 · 2 and Scope 3 category 6.</p>
<p><b>Links &amp; references</b></p> <p><a href="https://www.nochubank.or.jp/en/sustainability/management/stakeholder/">https://www.nochubank.or.jp/en/sustainability/management/stakeholder/</a></p> <p>Annual Report 2025 p.89-90 <a href="https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf">https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf</a></p>	<p><b>Links &amp; references</b></p> <p><a href="https://www.nochubank.or.jp/en/sustainability/management/system/">https://www.nochubank.or.jp/en/sustainability/management/system/</a></p> <p>Annual Report 2025 p.49-50 <a href="https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf">https://www.nochubank.or.jp/en/ir/annual_report/pdf/ar_2025_1.pdf</a></p>	<p><b>Links &amp; references</b></p> <p>ESG Data (you can find Greenhouse Emission Verification Report in the middle of this HP link): <a href="https://www.nochubank.or.jp/en/sustainability/disclosure/esg/">https://www.nochubank.or.jp/en/sustainability/disclosure/esg/</a></p>