

ESG Data

Environment

GHG Emissions

| | Unit | FY2018 | FY2019 | FY2020 |
|---------------------------------------|---------------------|--------|--------|--------|
| GHG emissions (Scope 1) | t-CO ₂ e | 1,515 | 1,389 | 1,256 |
| GHG emissions (Scope 2) | t-CO ₂ e | 25,794 | 20,760 | 19,057 |
| GHG emissions (Scope 3)* ¹ | t-CO ₂ e | 1,404 | 1,305 | 1,265 |
| GHG emissions (total of Scope 1-3) | t-CO ₂ e | 28,712 | 23,454 | 21,578 |

Energy Consumption

| | Unit | FY2018 | FY2019 | FY2020 |
|----------------------------|-------------------------|------------|------------|------------|
| Electric power consumption | kWh | 52,941,711 | 44,341,378 | 41,040,001 |
| Kerosene consumption | kl | 77 | 78 | 84 |
| Light oil consumption | kl | 2 | 3 | 3 |
| Heavy oil consumption | kl | 34 | 18 | 20 |
| City gas consumption | Thousand m ³ | 522 | 484 | 432 |
| Gasoline consumption | kl | 402 | 361 | 347 |

Use and Discard of Resources

| | Unit | FY2018 | FY2019 | FY2020 |
|---------------------------------------|----------------|--------|--------|--------|
| Water volume consumed (water supply) | m ³ | 93,985 | 88,143 | 72,161 |
| Water volume consumed (sewage) | m ³ | 69,735 | 65,919 | 54,424 |
| Paper quantity consumed* ² | t | — | 237 | 163 |
| Waste generated* ³ | t | 199 | 192 | 157 |
| Recycled volume | t | 72 | 64 | 43 |

The scope of tabulation covers all the domestic sites of the Bank. However, regarding "Waste generated" and "Recycled volume," only the corresponding respective volumes from the head office building (DN Tower) are stated here.

*1 Activities related to fuel and energy, and business trips

*2 Quantity of copy paper delivered

*3 Total of general waste (recycled volume derived from used paper, etc., and waste burned) and industrial waste

Society

Basic Human Resources Data

| | | FY2019 | FY2020 | FY2021 |
|--------------------------------|-----|--------|--------|--------|
| No. of employees* ⁴ | | 3,645 | 3,584 | 3,536 |
| Men | No. | 2,398 | 2,343 | 2,303 |
| | (%) | 65.8 | 65.4 | 65.1 |
| Women | No. | 1,247 | 1,241 | 1,233 |
| | (%) | 34.2 | 34.6 | 34.9 |
| No. of non-core employees | | 540 | 548 | 545 |
| Men | | 437 | 448 | 444 |
| Women | | 103 | 100 | 101 |
| No. of dispatched employees | | 58 | 50 | 67 |
| Men | | 1 | 1 | 1 |
| Women | | 57 | 49 | 66 |
| No. of seconded employees | | 324 | 395 | 477 |
| No. of overseas local hires | | 163 | 169 | 169 |
| Age structure | | | | |
| 20s and below | No. | 936 | 900 | 826 |
| | (%) | 26 | 25 | 23 |
| 30s | No. | 1,050 | 1,059 | 1,126 |
| | (%) | 29 | 30 | 32 |
| 40s | No. | 875 | 851 | 832 |
| | (%) | 24 | 24 | 24 |
| 50s | No. | 779 | 771 | 748 |
| | (%) | 21 | 22 | 21 |
| 60s or higher | No. | 5 | 3 | 4 |
| | (%) | 0 | 0 | 0 |

| | FY2019 | FY2020 | FY2021 |
|---|--------|--------|--------|
| Average age | 39 | 39 | 39 |
| Men | 40 | 40 | 40 |
| | 38 | 38 | 39 |
| Average length of service | 13.4 | 13.6 | 13.7 |
| Men | 12.9 | 13.0 | 13.2 |
| | 14.4 | 14.6 | 14.7 |
| No. of new graduate hires | 102 | 90 | 92 |
| Men | 57 | 47 | 54 |
| | 45 | 43 | 38 |
| No. of mid-career hires | 34 | 9 | 33 |
| Men | No. 29 | 7 | 26 |
| | (%) 34 | 13 | 33 |
| Women | No. 5 | 2 | 7 |
| | (%) 10 | 4 | 16 |
| Share of employees retained for 10 consecutive years of service (%)* ⁵ | 72.0 | 74.2 | 72.3 |
| Men | 82.5 | 83.3 | 78.7 |
| | 57.2 | 62.3 | 63.9 |
| Turnover (%) | 2 | 1 | 1 |
| Men | 1 | 1 | 1 |
| | 2 | 2 | 1 |
| Average monthly salary (Thousand yen)* ⁶ | 517 | 521 | 538 |
| No. of persons with disabilities hired | 142 | 139 | 130 |
| Share of persons with disabilities hired (%)* ⁷ | 2.71 | 2.67 | 2.52 |
| No. of post-retirement age employees* ⁸ | 284 | 303 | 299 |

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

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

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

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

*8 Employment using the senior staff and the meister systems

Results of Work-Style Reforms

| | FY2019 | FY2020 | FY2021 |
|--------------------------|--------|--------|--------|
| Actual work hours | 1,854 | 1,862 | 1,895 |
| Average overtime hours | | | |
| All employees track | 11.0 | 11.1 | 12.4 |
| Career track | 14.6 | 14.8 | 16.7 |
| Regional | 6.7 | 6.5 | 6.6 |
| rate of paid leave taken | 72.7% | 70.1% | 69.6% |

Results of Promotion of Active Participation of Women

| | FY2019 | FY2020 | FY2021 |
|--------------------------|--------|--------|--------|
| Ratio of women hired | | | |
| Career track | 26% | 36% | 24% |
| Specified roles | 100% | 67% | 100% |
| Regional | 75% | 90% | 78% |
| Share of women employees | 34.2% | 34.6% | 34.9% |
| Share of women managers | 6.2% | 6.3% | 6.6% |

Childcare/Nursing-Related Data

| | FY2019 | FY2020 | FY2021 |
|--|--------|--------|--------|
| No. of employees taking childcare leave | 113 | 148 | 155 |
| Men | 78 | 97 | 101 |
| Women | 35 | 51 | 54 |
| Share of employees taking childcare leave | 66 | 88 | 93 |
| Men* ¹ | 61 | 80 | 94 |
| Women* ² | 113 | 91 | 93 |
| Share of employees returning after childcare leave* ³ | 97 | 100 | 100 |
| Days of nursing leave taken | 459.5 | 290 | 379 |
| No. of employees taking nursing care leave | 1 | 3 | 2 |

Customer Consultations and Complaints

| | FY2019 | FY2020 | FY2021 |
|---|--------|--------|--------|
| No. of received customer consultations and complaints | 65 | 52 | 28 |

*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

Governance

Governance System

| | Unit | As of July 1, 2020 | As of July 1, 2021 | As of July 1, 2022 |
|-------------------------------------|------|--------------------|--------------------|--------------------|
| Supervisory Committee members | No. | 13 | 20 | 17 |
| Women therein | No. | 1 | 1 | 1 |
| Directors and Executive Officers | No. | 19 | 15 | 15 |
| Women therein | No. | 0 | 1 | 1 |
| Audit and Supervisory Board members | No. | 5 | 5 | 5 |
| Women therein | No. | 1 | 1 | 1 |

| | Unit | FY2019 | FY2020 | FY2021 |
|--|------|--------|--------|--------|
| Number of Supervisory Committee meetings | No. | 13 | 14 | 13 |
| Average rate of attendance at Supervisory Committee meetings | % | 94.6 | 92.7 | 91.8 |

Please see the ESG Data on the Bank's website, <https://www.nochubank.or.jp/en/sustainability/disclosure/esg/> for the latest data.