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JAPAN POST BANK

NOTICE OF CONVOCAION OF THE 16TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

Date and Time	Thursday, June 16, 2022 at 10:00 a.m. Japan time (Reception starts at 9:00 a.m.)
Place	Ballroom B2 The Prince Park Tower Tokyo 8-1, Shibakoen 4-chome, Minato-ku, Tokyo, Japan (Please refer to the map at the back of this notice for the location.)

[Request to Shareholders]

In order to prevent the spread of COVID-19, Japan Post Bank requests that shareholders refrain from attending the General Meeting of Shareholders in person and exercise your voting rights in advance via the Internet, etc. or in writing.

▶ **Deadline for the exercise of voting rights via the Internet**

No later than Wednesday, June 15, 2022 at 5:15 p.m. Japan time

▶ **Deadline for the exercise of voting rights in writing**

Votes shall arrive no later than Wednesday, June 15, 2022 at 5:15 p.m. Japan time

Contents	
▪ Notice of Convocation of the 16th Ordinary General Meeting of Shareholders	3
▪ Guidance on the Exercise of Voting Rights	6
▪ Reference Documents for the General Meeting of Shareholders	9
Proposal 1: Partial Amendments to the Articles of Incorporation	
Proposal 2: Election of Thirteen (13) Directors	
[Attachment of the Notice of Convocation of the 16th Ordinary General Meeting of Shareholders]	
▪ Business Report	30
▪ Non-consolidated Financial Statements	72
▪ Consolidated Financial Statements	78
▪ Audit Report.....	82

JAPAN POST BANK Co., Ltd.

Securities Identification Code: 7182

Purpose of JAPAN POST BANK

We aim for the happiness of customers and employees, and will contribute to the development of society and the region.

(The Management Philosophy of JAPAN POST GROUP)

Management Philosophy

We aim to become “the most accessible and trustworthy bank in Japan,” guided by the needs and expectations of our customers.

“Trust”

We comply with laws, regulations, and other standards of behavior and value trusted relationships with customers, markets, shareholders, and employees and consistently serve as a responsible corporate citizen.

“Innovation”

We work sincerely to improve our management and business operations in response to requests from customers and changes in the business environment.

“Efficiency”

We pursue improvements in speed and efficiency of our management and business operations in order to provide customer-oriented financial instruments and services.

“Expertise”

We continually strive to strengthen our expertise for the aim of services meeting the expectations of our customers.

To Our Shareholders

I would like to express my sincere gratitude for your continued support.

The business environment surrounding Japan Post Bank is characterized by a declining population and super-aging society, shrinking regional economies, advance in the digital innovation, and changes to new lifestyles following the COVID-19 pandemic, growing momentum toward the realization of a sustainable society against the backdrop of the increasingly severe climate change problem, and other factors. In addition, the current situation is characterized by increasing uncertainties, such as monetary policy shifts in the U.S., and other countries against a backdrop of inflationary concerns, and heightened geopolitical risks, including escalating tensions in Ukraine.

In this drastically changing business environment, based on our purpose of “contributing to the development of society and the region” and our management philosophy of “becoming the most accessible and trustworthy bank in Japan,” we have clarified our social mission to be fulfilled in our Medium-term Management Plan for the period from FY2022/3 to FY2026/3, and are innovating our business model and enhancing business sustainability through five key strategies. Under the slogan of “Deepening trust, and taking on the challenge for financial innovations,” we will continue our efforts to enhance corporate value and solve social issues such as the SDGs at the same time.

Japan Post Bank will achieve further growth and enhance our corporate value by contributing to society through our business activities based on “Customer-oriented Business Operations.” I humbly request the continued understanding and support of you, our shareholders, in these efforts.

IKEDA Norito
Director, President and Representative Executive Officer
JAPAN POST BANK Co., Ltd.

May 31, 2022

Dear Shareholders:

IKEDA Norito
Director, President and
Representative Executive
Officer
JAPAN POST BANK Co., Ltd.
Location of Headquarters:
3-1, Otemachi 2-chome,
Chiyoda-ku, Tokyo, Japan
(Location of Registered Head
Office: 7-2, Marunouchi 2-
chome, Chiyoda-ku, Tokyo,
Japan)

NOTICE OF CONVOCAION OF THE 16TH ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to announce that the 16th Ordinary General Meeting of Shareholders of JAPAN POST BANK Co., Ltd. ("Japan Post Bank") will be held for the purposes described below.

In order to prevent the spread of COVID-19, we request our shareholders to refrain from attending the meeting in person and exercise your voting rights in advance via electromagnetic means (the Internet, etc.) or in writing by submitting the Voting Rights Exercise Form.

With regard to the exercise of voting rights in advance, please review the Reference Documents for the General Meeting of Shareholders and exercise your voting rights by no later than 5:15 p.m. Japan time, Wednesday, June 15, 2022 in accordance with the "Guidance on the Exercise of Voting Rights."

- 1. Date and Time:** Thursday, June 16, 2022 at 10:00 a.m. Japan time (Reception starts at 9:00 a.m.)
- 2. Place*:** Ballroom B2
The Prince Park Tower Tokyo
8-1, Shibakoen 4-chome, Minato-ku, Tokyo, Japan
- 3. Meeting Agenda:**
Matters to be reported: The Business Report, Non-consolidated Financial Statements, Consolidated Financial Statements, and Audit Results of Consolidated Financial Statements by Independent Auditor and Audit Committee for the 16th fiscal year (from April 1, 2021 to March 31, 2022)
Matters to be resolved:
Proposal No. 1: Partial Amendments to the Articles of Incorporation
Proposal No. 2: Election of Thirteen (13) Directors

-End-

***Response to prevent the spread of COVID-19 at the venue**

- On the day of the meeting, we will take the body temperature of all attendees before the reception to the meeting. You may be asked to refrain from entering the venue if you have a fever or appear to be unwell.
- Please wear a mask at all times while you are at the venue and disinfect your hands with alcohol.
- Please note that the number of seats available at the venue will be limited to ensure space between seats, and that you may be asked to refrain from entering the venue if there is not sufficient seating.

- In the event of any major changes in the way the General Meeting of Shareholders will be held or operated due to future circumstances, we will post a notice on **our website**.
- Of the documents required to be provided in this notice of convocation, “Systems to Ensure the Appropriate Conduct of Operations” of the Business Report, the “Notes to the Non-consolidated Financial Statements” and the “Notes to the Consolidated Financial Statements” have been posted on **our website** in accordance with relevant laws and regulations and Article 15 of the Articles of Incorporation of Japan Post Bank, and are therefore not included in the attachments of this notice of convocation. These matters are included in the Business Report, the Non-consolidated Financial Statements and the Consolidated Financial Statements audited by the Audit Committee and the Non-consolidated Financial Statements and the Consolidated Financial Statements audited by the Independent Auditor.
- Any updates to the Reference Documents for the General Meeting of Shareholders, the Business Report, the Non-consolidated Financial Statements, and the Consolidated Financial Statements will be posted on **our website**.
Website of Japan Post Bank https://www.jp-bank.japanpost.jp/en_index.html

Information about the live stream and reception of questions in advance

In order to prevent the spread of COVID-19, the number of seats available at the venue will be limited and you may be asked to refrain from entering the venue. We will be, therefore, streaming the event live and questions will be accepted in advance as follows.

<Live stream>

The 16th Ordinary General Meeting of Shareholders will be live streamed online so that all shareholders can refrain from attending and watch the proceedings at home.

1. Date and time of live stream: from 10:00 a.m. on Thursday, June 16, 2022.
2. How to watch: Please watch the meeting live-streamed by accessing an Internet link on the Japan Post Bank website given below.
3. Notes
 - (1) You are not be able to exercise your voting rights or ask questions via the live stream.
 - (2) The meeting will be shot from the back of the venue and due care will be taken so as not to include images of attending shareholders. In some cases, however, images of shareholders may unavoidably appear in the streaming.
 - (3) Please be careful about handling personal information as the comments of attending shareholders will be included in the audio of the live stream.
 - (4) Video and audio of the General Meeting of Shareholders may be faulty due to the environment of the PC used (model, performance, etc.), Internet connection environment (line status, connection, speed, etc.), viewer traffic, and other factors. For various other reasons, the live stream may be interrupted or cut short.
 - (5) Shareholders are responsible for telecommunications fees and other costs charged for viewing the live stream.

<Reception of questions in advance>

From 10:00 a.m. on Wednesday, June 1, 2022 to 5:00 p.m. on Thursday, June 9, 2022, Japan Post Bank will take questions from shareholders about the matters to be reported and the matters to be resolved for the 16th Ordinary General Meeting of Shareholders on its website as described below.

< Japan Post Bank website for the 16th Ordinary General Meeting of Shareholders >

[Home](#) > [Investor Relations](#) > [Stock Information](#) > [General Meeting of Shareholders](#)

https://www.jp-bank.japanpost.jp/en/ir/stock/en_ir_stk_meeting.html

Guidance on the Exercise of Voting Rights

For those who wish to exercise their voting rights in advance
 (please exercise your voting rights in advance as long as circumstances permit)



Exercise via the Internet

Voting Deadline

No later than Wednesday, June 15, 2022 at 5:15 p.m. Japan time

Procedures for Smart Voting

1 Access the voting website for smartphones

Use a smartphone or tablet device to scan the QR code on the bottom right of the Voting Rights Exercise Form.

*QR Code is a registered trademark of DENSO WAVE INCORPORATED.



You can easily exercise your voting rights without entering your Voting Rights Exercise Code or password.

2 Follow the on-screen guidance and exercise your voting rights by entering your approval or disapproval of each proposal.



NOTE

If you wish to change your votes after you have exercised your voting rights, please access the voting website shown on the right to change your votes.

*Connection fees, broadband fees and other fees incurred in using the Internet shall be borne by shareholders.

*The smart voting procedures or the voting website might not be accessible depending on the Internet environment, the service subscribed or the model used.

Should you have any questions, please contact the below.

Inquiries regarding voting via the Internet

[Administrator of Shareholder Registry]
 Stock Transfer Agency Business Planning Department,
 Sumitomo Mitsui Trust Bank, Limited

☎0120-652-031

(toll free in Japan) (Open from 9:00 a.m. to 9:00 p.m.)

Method of voting via Voting Website

1 Access the voting website

<https://www.web54.net>



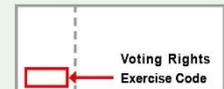
Click "Next."

2 Enter the Voting Rights Exercise Code

Enter the "Voting Rights Exercise Code" shown on the lower left of the back of the Voting Rights Exercise Form and click "Login."



Back of the Voting Rights Exercise Form
 (Number of shares you hold is printed.)



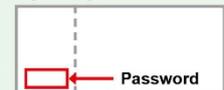
3 Enter the Password

Please enter the "Password" shown on the lower left of the back of the Voting Rights Exercise Form and click "Next."

*Set a new password on the next screen. Please keep the new password you set.



Back of the Voting Rights Exercise Form
 (Number of shares you hold is printed.)



4 Follow the on-screen guidance and exercise your voting rights by entering your approval or disapproval of each proposal.



Exercise in Writing

Voting Deadline

Votes shall arrive no later than **Wednesday, June 15, 2022 at 5:15 p.m. Japan time**

Please indicate your approval or disapproval of each proposal on the enclosed Voting Rights Exercise Form and return in by post to reach us no later than the above voting deadline.

How to fill out your Voting Rights Exercise Form

Please indicate your approval or disapproval of the proposal inside this box.

Proposal No. 1	In case you approve	→ Please circle the “approval” “賛” column
	In case you disapprove	→ Please circle the “disapproval” “否” column
Proposal No. 2	In case you approve all the candidates	→ Please circle the “approval” “賛” column
	In case you disapprove all the candidates	→ Please circle the “disapproval” “否” column
	In case you disapprove certain candidates	→ Please circle the “approval” “賛” column and fill in the candidate number(s) of the candidate(s) you disapprove

If there is no indication of approval or disapproval for the proposal, it will be deemed as an indication of approval.

Handling of multiple exercises of voting rights

- (1) If you vote both by mail and via the Internet, your vote via the Internet will be treated as effective.
- (2) If you vote more than once via the Internet, your last vote will be treated as effective.

For Institutional Investors

The Electronic Voting Platform, operated by ICJ Co., Ltd., is available for institutional investors that have applied in advance to use the platform.

If you attend the venue in person

Please submit your Voting Rights Exercise Form at the reception.

Date and Time

Thursday, June 16, 2022 at 10:00 a.m. Japan time (Reception starts at 9:00 a.m.)

Place

Ballroom B2 The Prince Park Tower Tokyo
8-1, Shibakoen 4-chome, Minato-ku, Tokyo, Japan

Regarding Dividends

At the meeting of the Board of Directors held on May 13, 2022, we have resolved as follows.

1 Annual dividends
¥50 per share

2 Effective date (Payment start date)
June 17, 2022

At the meeting of the Board of Directors held on May 13, 2022, we have resolved to pay an annual dividend of ¥50 per share with an effective date (payment start date) of June 17, 2022.

“Annual Dividend Receipt” (“Dividend Calculation Sheet” and “Payment of Dividend via Bank Transfer” for shareholders who have requested dividend payment via bank transfer) will be enclosed and delivered with Notice of Resolution of the 16th Ordinary General Meeting of Shareholders to be held on June 16, 2022.

Description of main procedures, queries and other matters

- Procedures for designating the method of receiving dividend payments
- Procedures for change of address, name and other details
- Procedures for requesting the buyback or additional purchase of shares constituting less than a full unit
- Inheritance procedures

Contact

Securities companies and other entities where brokerage accounts are opened

Description of main procedures, queries and other matters

- Queries about dividends after the payment period has passed
- Queries about the shipping and return of shipment
- Procedures for the issuance of various certifications
- General inquiries about other stock handling matters

Contact

2-8-4 Izumi, Sugunami-ku, Tokyo 168-0063, Japan
Stock Transfer Agency Business Planning Department,
Sumitomo Mitsui Trust Bank, Limited
+81-3-3323-7111 (in English)

 **0120-581-841** (toll free in Japan)
(Open weekdays except holidays from 9:00 a.m. to 5:00 p.m.)

Reference Documents for the General Meeting of Shareholders

Proposal and References

Proposal No. 1: Partial Amendments to the Articles of Incorporation

1. Reasons for amendments

The amended provisions stipulated in the proviso to Article 1 of the supplementary provisions of the “Act Partially Amending the Companies Act” (Act No. 70 of 2019) will be enforced on September 1, 2022. Accordingly, in order to prepare for the introduction of the system for electronic provision of materials for general meetings of shareholders, the Articles of Incorporation of Japan Post Bank shall be amended as follows.

- (1) Article 15, Paragraph 1 after the amendments provides that information contained in the reference documents for general meetings of shareholders, etc. shall be provided electronically.
- (2) The purpose of Article 15, Paragraph 2 after the amendments is to establish a provision to limit the scope of matters to be included in the written documents to be delivered to shareholders who have requested for the delivery of written documents.
- (3) The provisions related to Article 15 of the Articles of Incorporation before the amendments (Internet disclosure and deemed provision of reference documents for general meetings of shareholders) will become unnecessary and will therefore be deleted.
- (4) In line with the above establishment and deletion of the provisions, supplementary provisions related to the effective date, etc. shall be established.

2. Details of amendments

The details of the amendments are as follows.

(Amended parts are underlined.)

Before the Amendments	After the Amendments
<p><u>(Internet disclosure and deemed provision of reference documents for general meetings of shareholders)</u></p> <p><u>Article 15 When convening general meetings of shareholders, disclosing information relating to matters that should be stated or represented in general shareholder meeting reference documents, business reports, financial documents and consolidated financial statements by using the Internet in accordance with the provisions of laws and regulations shall be deemed to be information that has been provided to shareholders.</u></p>	<p><Deleted></p>

Proposal No. 2: Election of Thirteen (13) Directors

The term of office of all the twelve (12) Directors will expire at the closing of this Ordinary General Meeting of Shareholders. It is therefore proposed to elect thirteen (13) Directors based on the decision of the Nomination Committee. Candidates for Directors are as follows:

No.		Name	Current positions and responsibilities at Japan Post Bank	
1	Re-elected	IKEDA Norito	Director, President and Representative Executive Officer Member of the Nomination Committee	
2	Re-elected	TANAKA Susumu	Director and Representative Executive Vice President	
3	Re-elected	MASUDA Hiroya	Director Member of the Nomination Committee Member of the Compensation Committee	
4	Newly elected	YAZAKI Toshiyuki	Managing Executive Officer	
5	Re-elected	CHUBACHI Ryoji	Director Chairman of the Compensation Committee Member of the Nomination Committee	Outside Director Independent
6	Re-elected	TAKEUCHI Keisuke	Director Member of the Nomination Committee Member of the Compensation Committee	Outside Director Independent
7	Re-elected	KAIWA Makoto	Director Chairman of the Nomination Committee	Outside Director Independent
8	Re-elected	AIHARA Risa	Director	Outside Director Independent
9	Re-elected	KAWAMURA Hiroshi	Director Member of the Audit Committee	Outside Director Independent
10	Re-elected	YAMAMOTO Kenzo	Director Member of the Audit Committee	Outside Director Independent
11	Re-elected	URUSHI Shihoko	Director	Outside Director Independent
12	Newly elected	NAKAZAWA Keiji		Outside Director Independent
13	Newly elected	SATO Atsuko		Outside Director Independent

Outside Director: Outside Director candidate; Independent: Independent Director candidate

<Skills Matrix>

Name	Experience / Expertise								
	Management (Corporate Management)	Legal / Compliance	Financial Accounting	Finance	Market Operation / Risk Management	Sales / Digital Marketing	Human Resources Development	ESG	Administration
1 IKEDA Norito	●			●		●		●	
2 TANAKA Susumu			●	●					●
3 MASUDA Hiroya	●			●				●	●
4 YAZAKI Toshiyuki	Newly elected			●					●
5 CHUBACHI Ryoji	Outside Independent	●						●	
6 TAKEUCHI Keisuke	Outside Independent	●						●	
7 KAIWA Makoto	Outside Independent	●	●					●	
8 AIHARA Risa	Outside Independent	●				●			
9 KAWAMURA Hiroshi	Outside Independent		●						
10 YAMAMOTO Kenzo	Outside Independent			●	●				
11 URUSHI Shihoko	Outside Independent	●					●		
12 NAKAZAWA Keiji	Newly elected	●	●						
13 SATO Atsuko	Newly elected			●	●		●		

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
1	<p data-bbox="277 562 448 622">IKEDA Norito (Dec. 9, 1947)</p> <p data-bbox="296 651 429 680">Re-elected</p> <p data-bbox="245 712 480 898">Director, President and Representative Executive Officer, Member of the Nomination Committee</p> <p data-bbox="256 958 469 1048">Number of years in office as Director 6 years</p> <p data-bbox="256 1081 469 1384">Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Nomination Committee 100% (8/8 meeting)</p>	<p data-bbox="496 344 1158 465">Apr. 1970 Joined The Bank of Yokohama, Ltd. Jun. 1996 Director and General Manager, Credit Management Department of The Bank of Yokohama, Ltd.</p> <p data-bbox="496 472 1142 555">Jun. 1997 Director and General Manager, General Planning Department of The Bank of Yokohama, Ltd.</p> <p data-bbox="496 562 1230 622">Apr. 2001 Representative Director, Chief Financial Officer (CFO) of The Bank of Yokohama, Ltd.</p> <p data-bbox="496 629 1206 689">Apr. 2002 Representative Director, Chief Personnel Officer (CPO) of The Bank of Yokohama, Ltd.</p> <p data-bbox="496 696 1158 779">Jun. 2003 Director of The Bank of Yokohama, Ltd. Representative Director and Chairman of Yokohama Capital Co., Ltd.</p> <p data-bbox="496 786 1206 846">Dec. 2003 President and Representative Director of The Ashikaga Bank, Ltd.</p> <p data-bbox="496 853 1230 913">Jun. 2004 President and Chief Executive Officer (CEO) of The Ashikaga Bank, Ltd.</p> <p data-bbox="496 920 1102 949">Sept. 2008 Special Advisor of A.T. Kearney K.K.</p> <p data-bbox="496 956 1166 1016">Feb. 2012 President & CEO of The Corporation of Revitalizing Earthquake affected Business</p> <p data-bbox="496 1023 1230 1084">Apr. 2016 President and Representative Executive Officer of JAPAN POST BANK Co., Ltd.</p> <p data-bbox="496 1090 1222 1211">Jun. 2016 Director, President and Representative Executive Officer of JAPAN POST BANK Co., Ltd. (current position) Director of JAPAN POST HOLDINGS Co., Ltd. (current position)</p> <p data-bbox="488 1218 1043 1279">Significant concurrent positions: Director of JAPAN POST HOLDINGS Co., Ltd.</p> <p data-bbox="488 1285 1230 1599"><u>Reasons for the election as candidate for Director</u> Mr. IKEDA Norito successively held various posts including Director of The Bank of Yokohama, Ltd. and President of The Ashikaga Bank, Ltd., and has been responsible for the management of Japan Post Bank as President and Representative Executive Officer, and as such Japan Post Bank expects that, with his abundant experience and achievements, he will sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors.</p>	12,600 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
2	<p>TANAKA Susumu (Aug. 23, 1959)</p> <p>Re-elected</p> <p>Director and Representative Executive Vice President (Assistant to the President and matters concerning operations of Corporate Administration Division (excluding matters concerning Research Department, Financial Accounting Department, Investor Relations Department, Public Relations Department, Customer Satisfaction Department, Cyber Defense Office of IT Strategy Department and General Affairs Department))</p> <p>Number of years in office as Director 9 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings)</p>	<p>Apr. 1982 Joined the Ministry of Posts and Telecommunications</p> <p>Jul. 2000 General Manager of International Affairs Section, Postal Bureau of the Ministry of Posts and Telecommunications</p> <p>Jan. 2001 General Manager of International Planning Office, Postal Planning Section, Postal Services Planning Bureau of the Ministry of Internal Affairs and Communications</p> <p>Jul. 2001 General Manager of Savings and Management Planning Section, Postal Services Planning Bureau of the Ministry of Internal Affairs and Communications</p> <p>Jan. 2003 General Manager of Fund Management, Savings Department of Postal Services Agency</p> <p>Apr. 2003 General Manager of Business Planning Division, Postal Savings Business Headquarters of Japan Post Corporation</p> <p>Jun. 2004 Director of Preparatory Office for Privatization of Postal Services of the Cabinet Secretariat</p> <p>Sept. 2006 General Manager of Business Planning Division, Postal Savings Business Headquarters, Financial Business Headquarters of Japan Post Corporation</p> <p>Oct. 2007 Executive Officer of JAPAN POST BANK Co., Ltd.</p> <p>Jun. 2009 Managing Executive Officer of JAPAN POST BANK Co., Ltd.</p> <p>Oct. 2010 Managing Executive Officer of JAPAN POST HOLDINGS Co., Ltd. (current position)</p> <p>Apr. 2012 Senior Managing Executive Officer of JAPAN POST BANK Co., Ltd.</p> <p>Jun. 2013 Director and Executive Vice President of JAPAN POST BANK Co., Ltd.</p> <p>Mar. 2015 Director and Representative Executive Vice President of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Significant concurrent positions: Managing Executive Officer of JAPAN POST HOLDINGS Co., Ltd.</p> <p><u>Reasons for the election as candidate for Director</u> Mr. TANAKA Susumu successively held various important posts at our Corporate Administration Division and others, and has been responsible for the management of Japan Post Bank as Representative Executive Vice President, and as such Japan Post Bank expects that, with his abundant experience and achievements, he will sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors.</p>	10,000 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
3	<p>MASUDA Hiroya (Dec. 20, 1951)</p> <p>Re-elected</p> <p>Director, Member of the Nomination Committee, Member of the Compensation Committee</p> <p>Number of years in office as Director 2 year</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Nomination Committee 100% (8/8 meeting) Compensation Committee 100% (4/4 meetings)</p>	<p>Apr. 1977 Joined the Ministry of Construction</p> <p>Jul. 1994 Director for Construction Disputes Settlement, Construction Industry Division, Economic Affairs Bureau, Ministry of Construction</p> <p>Apr. 1995 Governor of Iwate Prefecture</p> <p>Aug. 2007 Minister for Internal Affairs and Communications Minister of State for Special Missions</p> <p>Apr. 2009 Advisor of Nomura Research Institute, Ltd. Visiting Professor of Graduate School of Public Policy, The University of Tokyo</p> <p>Jan. 2020 Representative Executive Officer, President & CEO of JAPAN POST HOLDINGS Co., Ltd.</p> <p>Jun. 2020 Director of JAPAN POST BANK Co., Ltd. (current position) Director and Representative Executive Officer, President & CEO of JAPAN POST HOLDINGS Co., Ltd. (current position) Director of JAPAN POST Co., Ltd. (current position) Director of JAPAN POST INSURANCE Co., Ltd. (current position)</p> <p>Significant concurrent positions: Director and Representative Executive Officer, President & CEO of JAPAN POST HOLDINGS Co., Ltd. Director of JAPAN POST Co., Ltd. Director of JAPAN POST INSURANCE Co., Ltd.</p> <p><u>Reasons for the election as candidate for Director</u> Mr. MASUDA Hiroya successively held various important posts in government administration, including Governor of Iwate Prefecture and Minister for Internal Affairs and Communications, as well as serving as Chairman of the Postal Service Privatization Committee, and has sufficient knowledge about Japan Post Group. In addition, he has been responsible for the management of overall Japan Post Group as Director and Representative Executive Officer, President & CEO of the parent company, JAPAN POST HOLDINGS Co., Ltd., and as such Japan Post Bank expects that, with his abundant experience and achievements, he will sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors.</p>	0 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
4	<p>YAZAKI Toshiyuki (Aug. 24, 1961)</p> <p>Newly elected</p> <p>Managing Executive Officer (Matters concerning operations of Internal Audit Division)</p> <p>Number of years in office as Director – year</p> <p>Status of attendance at the meetings of: Board of Directors – % (–/– meetings)</p>	<p>Apr. 1984 Joined the Ministry of Posts and Telecommunications</p> <p>Jul. 1990 Head of Karuizawa Post Office</p> <p>Oct. 2007 General Manager of Marketing Promotion Department, Japan Post Network Co., Ltd. (current JAPAN POST Co., Ltd.)</p> <p>Apr. 2011 General Manager of Sales Division, Japan Post Network Co., Ltd.</p> <p>Aug. 2012 General Manager of Sales Infrastructure Office, Sales Division of Japan Post Network Co., Ltd.</p> <p>Oct. 2012 General Manager of Postal Network Headquarters, JAPAN POST Co., Ltd.</p> <p>Apr. 2013 General Manager of Corporate Management Division, Postal Network Headquarters of JAPAN POST Co., Ltd.</p> <p>Jun. 2013 Executive Officer of JAPAN POST Co., Ltd.</p> <p>Apr. 2015 Executive Officer and President of Kanto Regional Office of JAPAN POST Co., Ltd.</p> <p>Feb. 2016 Executive Officer and President of Kinki Regional Office of JAPAN POST Co., Ltd.</p> <p>Jun. 2018 Executive Officer of JAPAN POST BANK Co., Ltd.</p> <p>Apr. 2019 Managing Executive Officer of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Significant concurrent positions: None</p> <p><u>Reasons for the election as candidate for Director</u> Mr. YAZAKI Toshiyuki successively held various important posts at JAPAN POST Co., Ltd., and has experience in the management of Japan Post Bank as Managing Executive Officer, and as such Japan Post Bank expects that, with his abundant experience and achievements, he will sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors.</p>	2,500 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
5	<p>CHUBACHI Ryoji (Sept. 4, 1947)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director, Chairman of the Compensation Committee, Member of the Nomination Committee</p> <p>Number of years in office as Director 4 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Nomination Committee 100% (8/8 meetings) Compensation Committee 100% (4/4 meetings)</p>	<p>Apr. 1977 Joined Sony Corporation</p> <p>Jun. 1999 Corporate Vice President of Sony Corporation</p> <p>Jun. 2002 Corporate Senior Vice President of Sony Corporation</p> <p>Jun. 2003 Executive Vice President, Executive Officer of Sony Corporation</p> <p>Jun. 2004 Executive Deputy President, Corporate Executive Officer and Chief Operation Officer of Sony Corporation</p> <p>Apr. 2005 Electronics Chief Executive Officer of Sony Corporation</p> <p>Jun. 2005 President and Representative Corporate Executive Officer, Member of the Board of Sony Corporation</p> <p>Apr. 2009 Member of the Board, Representative Corporate Executive Officer, Vice Chairman of Sony Corporation</p> <p>Apr. 2013 President of National Institute of Advanced Industrial Science and Technology (incorporated administrative agency)</p> <p>Apr. 2015 President of National Institute of Advanced Industrial Science and Technology (after changed legal status to a national research and development institution)</p> <p>Jun. 2018 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Apr. 2020 Grand Emeritus Advisor of National Institute of Advanced Industrial Science and Technology (current position)</p> <p>Significant concurrent positions: None</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Dr. CHUBACHI Ryoji has been involved in corporate management of a publicly traded company for a long time, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights as a specialist of corporate management gained through his career.</p>	8,600 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
6	<p>TAKEUCHI Keisuke (Nov. 18, 1947)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director, Member of the Nomination Committee, Member of the Compensation Committee</p> <p>Number of years in office as Director 3 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Nomination Committee 100% (8/8 meeting) Compensation Committee 100% (4/4 meetings)</p>	<p>Apr. 1970 Joined Japan Gasoline Co., Ltd (current JGC HOLDINGS CORPORATION)</p> <p>Jun. 2000 Director of JGC HOLDINGS CORPORATION</p> <p>Jun. 2001 Managing Director of JGC HOLDINGS CORPORATION</p> <p>Jun. 2002 Senior Managing Director of JGC HOLDINGS CORPORATION</p> <p>Jun. 2006 Director and Vice President of JGC HOLDINGS CORPORATION</p> <p>Mar. 2007 President and Representative Director of JGC HOLDINGS CORPORATION</p> <p>Jun. 2009 Chairman and Representative Director of JGC HOLDINGS CORPORATION</p> <p>Jun. 2014 Principal Corporate Advisor of JGC HOLDINGS CORPORATION</p> <p>Jun. 2019 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Significant concurrent positions: Outside Director of BROTHER INDUSTRIES, LTD. Outside Director of Japan Platform of Industrial Transformation, Inc.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Mr. TAKEUCHI Keisuke has been involved in corporate management of a publicly traded company for a long time, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights as a specialist of corporate management gained through his career.</p>	3,300 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
7	<p>KAIWA Makoto (Sept. 25, 1949)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director, Chairman of the Nomination Committee</p> <p>Number of years in office as Director 3 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Nomination Committee 100% (8/8 meetings)</p>	<p>Apr. 1973 Joined Tohoku Electric Power Co., Inc.</p> <p>Jun. 2005 Director and General Manager of Corporate Planning Dept. of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2007 Senior Executive Officer and General Manager of Niigata Branch Office of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2009 Representative Director & Executive Vice President in charge of Investor Relations of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2010 Representative Director & President of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2015 Representative Director & Chairman of the Board of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2019 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Apr. 2021 Director & Chairman Emeritus of Tohoku Electric Power Co., Inc.</p> <p>Jun. 2021 Chairman Emeritus of Tohoku Electric Power Co., Inc. (current position)</p> <p>Significant concurrent positions: Chairman Emeritus of Tohoku Electric Power Co., Inc.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u></p> <p>Mr. KAIWA Makoto has been involved in corporate management of a publicly traded company for a long time, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights as a specialist of corporate management gained through his career.</p>	0 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
8	<p>AIHARA Risa (Mar. 28, 1974)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director</p> <p>Number of years in office as Director 3 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings)</p>	<p>Apr. 1996 Joined Nippon Telegraph and Telephone Corporation (current NTT Communications Corporation)</p> <p>May 2000 Joined Recruit Co., Ltd.</p> <p>Jan. 2003 Representative Director and President of Ai-LAND Co., Ltd. (current position)</p> <p>Jun. 2019 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Significant concurrent positions: Representative Director and President of Ai-LAND Co., Ltd.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Ms. AIHARA Risa has been involved in corporate management of Internet service businesses for a long time and has deep insights into Internet marketing. As such Japan Post Bank expects that with her abundant experience and insights, she will sufficiently fulfill her role in enhancing the decision making function and supervision function of the Board of Directors.</p>	2,600 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
9	<p>KAWAMURA Hiroshi (Jan. 16, 1952)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director, Member of the Audit Committee</p> <p>Number of years in office as Director 2 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Audit Committee 100% (14/14 meetings)</p>	<p>Apr. 1977 Appointed as Public Prosecutor of Tokyo District Prosecutors Office</p> <p>Jul. 2008 Director-General, Trial Department of Supreme Public Prosecutors Office</p> <p>Jan. 2009 Chief Prosecutor of Chiba District Public Prosecutors Office</p> <p>Apr. 2010 Chief Prosecutor of Yokohama District Public Prosecutors Office</p> <p>Jan. 2012 Superintending Prosecutor of Sapporo High Public Prosecutors Office</p> <p>Jan. 2014 Superintending Prosecutor of Nagoya High Prosecutors Office</p> <p>Mar. 2015 Outside Corporate Auditor of Asahi Glass, Limited. (current AGC Inc.)</p> <p>Apr. 2015 Professor, Faculty of Law of Doshisha University</p> <p>Jun. 2015 Outside Auditor of ISHII IRON WORKS CO., LTD.</p> <p>Jun. 2016 Outside Director of ISHII IRON WORKS CO., LTD. (current position)</p> <p>Jun. 2020 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Apr. 2022 Registered as Attorney-at-law (current position)</p> <p>Significant concurrent positions: Attorney-at-law Outside Director of ISHII IRON WORKS CO., LTD.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Mr. KAWAMURA Hiroshi has been in the legal profession for a long time, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights gained through his career as a legal professional. Mr. KAWAMURA previously has not been involved in corporate management except as outside officer. However, we have determined that he has the capabilities to appropriately execute duties as Outside Director due to the above reasons.</p>	1,800 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
10	<p>YAMAMOTO Kenzo (Jan. 21, 1954)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director, Member of the Audit Committee</p> <p>Number of years in office as Director 2 years</p> <p>Status of attendance at the meetings of: Board of Directors 100% (12/12 meetings) Audit Committee 100% (14/14 meetings)</p>	<p>Apr. 1976 Joined the Bank of Japan</p> <p>Feb. 2002 Director-General, Financial Markets Department of the Bank of Japan</p> <p>May. 2003 Associate Director-General, Representative Office in New York of the Bank of Japan</p> <p>Dec. 2003 General Manager for the Americas and Chief Representative in New York of the Bank of Japan</p> <p>Jul. 2005 Director-General, Payment and Settlement Systems Department of the Bank of Japan</p> <p>Jul. 2006 Director-General, Financial System and Bank Examination Department of the Bank of Japan</p> <p>May. 2008 Executive Director of the Bank of Japan</p> <p>Jun. 2012 Chairman of NTT Data Institute of Management Consulting, Inc.</p> <p>Mar. 2016 Member of the Board as Outside Director of Bridgestone Corporation (current position)</p> <p>Jun. 2018 Representative of Office KY Initiative (current position)</p> <p>Feb. 2019 Director of TOMIYAMA CULTURAL FOUNDATION (current position)</p> <p>Jul. 2019 Outside Director of SUMITOMO LIFE INSURANCE COMPANY (current position)</p> <p>Jun. 2020 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Significant concurrent positions: Representative of Office KY Initiative Member of the Board as Outside Director of Bridgestone Corporation Outside Director of SUMITOMO LIFE INSURANCE COMPANY</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Mr. YAMAMOTO Kenzo successively held various important posts at the Bank of Japan, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights in the financial market and financial system gained through his career.</p>	1,500 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
11	<p>URUSHI Shihoko (Family Register Name: ABE Shihoko) (Apr. 4, 1961)</p> <p>Re-elected</p> <p>Outside Director Independent Director</p> <p>Director</p> <p>Number of years in office as Director 1 year</p> <p>Status of attendance at the meetings of: Board of Directors 100% (10/10meetings)</p>	<p>Apr. 1986 Worked at a combined private junior high and high school for girls in Tokyo</p> <p>Apr. 1989 Worked at Shinagawa Joshi Gakuin</p> <p>Apr. 2006 Principal of Shinagawa Joshi Gakuin</p> <p>Sept.2014 Member of the Education Rebuilding Implementation Council (Cabinet Office)</p> <p>Feb. 2016 Outside Director of Kewpie Corporation (current position)</p> <p>Apr. 2017 President of Shinagawa Joshi Gakuin (current position)</p> <p>Apr. 2018 Outside Director of Culture Convenience Club Co., Ltd. (current position)</p> <p>Jun. 2019 Outside Director of Nisshin Fire & Marine Insurance Co., Ltd.</p> <p>Jun. 2021 Outside Audit & Supervisory Board Member of Tokio Marine & Nichido Fire Insurance Co., Ltd. (current position)</p> <p>Jun. 2021 Director of JAPAN POST BANK Co., Ltd. (current position)</p> <p>Jul. 2021 Member of the Administrative Reform Promotion Council (Cabinet Secretariat) (current position)</p> <p>Significant concurrent positions: President of Shinagawa Joshi Gakuin Outside Director of Kewpie Corporation Outside Director of Culture Convenience Club Co., Ltd. Outside Audit & Supervisory Board Member of Tokio Marine & Nichido Fire Insurance Co., Ltd.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Ms. URUSHI Shihoko has long served as president of an incorporated educational institution and a member of government councils, and has deep insight into school management, education and human resource development. Japan Post Bank expects her to sufficiently fulfill her role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on her abundant experience and insights into these areas. Ms. URUSHI Shihoko previously has not been involved in corporate management except as outside officer. However, we have determined that she has the capabilities to appropriately execute duties as Outside Director due to the above reasons.</p>	800 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
12	<p>NAKAZAWA Keiji (Jan. 2, 1956)</p> <p>Newly elected</p> <p>Outside Director Independent Director</p> <p>–</p> <p>Number of years in office as Director – year</p> <p>Status of attendance at the meetings of: Board of Directors –% (–/– meetings)</p>	<p>Apr. 1978 Joined Sony Corporation</p> <p>Apr. 2000 General Manager of Corporate Planning Department, Electronics Headquarters of Sony Corporation</p> <p>Apr. 2003 Chief Financial Officer, Home Network Company of Sony Corporation</p> <p>Jun. 2004 Group Executive Officer of Sony Corporation, and Representative Director and Chief Financial Officer of S-LCD Corporation</p> <p>Jun. 2010 Executive Officer, Senior Vice President of Sony Corporation</p> <p>Apr. 2015 Executive Officer of Sun Frontier Fudousan Co., Ltd.</p> <p>Oct. 2015 Senior Adviser of McDonald’s Company (Japan), Ltd.</p> <p>Aug. 2017 Vice President of McDonald’s Company (Japan), Ltd. (current position)</p> <p>Significant concurrent positions: Vice President of McDonald’s Company (Japan), Ltd.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Mr. NAKAZAWA Keiji successively held various important posts at publicly traded companies for a long time, and Japan Post Bank expects him to sufficiently fulfill his role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on his abundant experience and insights in finance and accounting gained through his career.</p>	0 shares

No.	Name (Date of birth)	Past experience, positions and responsibilities	Number of shares of Japan Post Bank held
13	<p>SATO Atsuko (Jun. 7, 1966)</p> <p>Newly elected</p> <p>Outside Director Independent Director</p> <p>–</p> <p>Number of years in office as Director – year</p> <p>Status of attendance at the meetings of: Board of Directors –% (–/– meetings)</p>	<p>Apr. 1989 Joined Goldman Sachs (Japan) Ltd.</p> <p>Dec. 2000 Managing Director, Goldman Sachs (Japan) Ltd.</p> <p>Feb. 2002 Managing Director and Head of Capital Market Division, Goldman Sachs (Japan) Ltd.</p> <p>Jul. 2005 Founded Ciel Bleu Co., Ltd. and became Representative Director and President</p> <p>Aug. 2007 Director, Investor Relations, Unison Capital Inc.</p> <p>Sep. 2013 Professor, School of Hospitality & Tourism Management of Meikai University</p> <p>Apr. 2017 Associate Professor, Department of International Studies, Faculty of Economics of Takasaki City University of Economics (current position)</p> <p>Apr. 2018 Adjunct Faculty, National Graduate Institute for Policy Studies (current position)</p> <p>Jun. 2019 Outside Corporate Auditor of DeNA Co., Ltd. (current position)</p> <p>Feb. 2022 Outside Director of Japan Management Succession Support Co. Ltd. (current position)</p> <p>Significant concurrent positions: Associate Professor, Department of International Studies, Faculty of Economics of Takasaki City University of Economics Outside Corporate Auditor of DeNA Co., Ltd. Outside Director of Japan Management Succession Support Co. Ltd.</p> <p><u>Reasons for the election as candidate for Outside Director and a summary of the roles expected of the candidate</u> Ms. SATO Atsuko successively held various important posts at Goldman Sachs (Japan) Ltd. and positions as university professor, and Japan Post Bank expects her to sufficiently fulfill her role in enhancing the decision making function and supervision function of the Board of Directors as an Outside Director, based on her abundant experience and insights in market operations, risk management and human resource development gained through her career.</p>	0 shares

Notes:

1. JAPAN POST HOLDINGS Co., Ltd. where Mr. MASUDA Hiroya serves as Director and Representative Executive Officer, President & CEO, is the parent company of Japan Post Bank holding 89% of its shares (excluding treasury stock). Japan Post Bank has concluded an agreement with Japan Post Holdings on group management and is paying a brand license fee thereto based on such agreement. In addition, there are business transactions including contracts related to the use of systems such as information provision services between the Bank and JAPAN POST HOLDINGS Co., Ltd. There are no special conflicts of interest between the other candidates for Directors and Japan Post Bank.
2. Of the candidates for Directors, Dr. CHUBACHI Ryoji, Mr. TAKEUCHI Keisuke, Mr. KAIWA Makoto, Ms. AIHARA Risa, Mr. KAWAMURA Hiroshi, Mr. YAMAMOTO Kenzo, Ms. URUSHI Shihoko, Mr. NAKAZAWA Keiji and Ms. SATO Atsuko are candidates for Outside Directors as stipulated in Article 2, Paragraph 3, Item 7 of the Ordinance for Enforcement of the Companies Act.
3. Dr. CHUBACHI Ryoji, Mr. TAKEUCHI Keisuke, Mr. KAIWA Makoto, Ms. AIHARA Risa, Mr. KAWAMURA Hiroshi, Mr. YAMAMOTO Kenzo and Ms. URUSHI Shihoko are Independent Directors which appointment is required by Tokyo Stock Exchange, Inc. for the purpose of protecting general shareholders. In addition, Mr. NAKAZAWA Keiji and Ms. SATO Atsuko satisfy the requirements for Independent Director stipulated by Tokyo Stock Exchange, Inc., and the independent director appointment standards of Japan Post Bank. Therefore, upon approval of their election, Japan Post Bank intends to file them as Independent Directors to the said Exchange.

4. The term of office of Dr. CHUBACHI Ryoji as Outside Director of Japan Post Bank will be four (4) years, that for Mr. TAKEUCHI Keisuke, Mr. KAIWA Makoto and Ms. AIHARA Risa will be three (3) years, that for Mr. KAWAMURA Hiroshi and Mr. YAMAMOTO Kenzo will be two (2) years, and that for Ms. URUSHI Shihoko will be one (1) year at the closing of this Ordinary General Meeting of Shareholders.
5. Japan Post Bank has entered into liability limitation agreements with Mr. MASUDA Hiroya, Dr. CHUBACHI Ryoji, Mr. TAKEUCHI Keisuke, Mr. KAIWA Makoto, Ms. AIHARA Risa, Mr. KAWAMURA Hiroshi, Mr. YAMAMOTO Kenzo and Ms. URUSHI Shihoko to limit their liabilities to the minimum liability amount as stipulated in Article 425, Paragraph 1 of the Companies Act. Subject to the approval of election of these candidates, Japan Post Bank will continue the above-mentioned liability limitation agreements with each of them. In addition, if the election of Mr. YAZAKI Toshiyuki, Mr. NAKAZAWA Keiji and Ms. SATO Atsuko is approved, Japan Post Bank will enter into similar liability limitations agreement with them.
6. Japan Post Bank has entered into a directors and officers liability insurance contract with an insurance company. The insurance policy covers compensation for damages and litigation expenses that may be incurred by the insured parties, which include each of the Directors, as a result of claims for damages for the action (including omission) that the insured parties took as officer of the Bank. Japan Post Bank plans to renew the contract with the same content at next renewal.

Criteria for Nomination of Director Candidates

Article 1 (Purpose)

These criteria prescribe criteria when nominating candidates for the position of director in the Nomination Committee.

Article 2 (Size and composition of director candidates)

- 1 The Nomination Committee shall nominate diverse director candidates with differing expert knowledge and experience while considering the balance of the Board of Directors as a whole.
- 2 The number of director candidates shall be an appropriate number of persons not exceeding 20, as prescribed by the Articles of Incorporation, and at least a majority shall comprise independent outside director candidates. In addition, at least one person with expertise regarding finance and accounting shall be included.

Article 3 (Criteria for nomination of internal director candidates)

The Nomination Committee shall nominate persons that satisfy the following conditions as internal director candidates of the Bank.

- (1) Having expert knowledge regarding the Bank's business operations
- (2) Having excellent management judgment and management execution capability
- (3) Having excellent leadership ability, decision-making ability, foresight and planning capability
- (4) Having character and insight that is suitable as a director
- (5) Having no health impairment in executing duties as a director

Article 4 (Criteria for nomination of external director candidates)

The Nomination Committee shall nominate persons that satisfy the following conditions as outside director candidates of the Bank.

- (1) Having expertise in specialist areas such as management, legal, compliance, financial accounting, and finance and have made suitable achievements in these specialist areas
- (2) Having character and insight that is suitable as a director
- (3) Having no health or business-related impairment in executing duties as an outside director

Article 5 (Grounds for disqualification)

The Nomination Committee shall not nominate persons that fall under the following conditions as director candidates.

- (1) Persons who fall under the grounds for disqualification prescribed in Article 331, Paragraph 1 of the Companies Act
- (2) A person who has been adjudicated as bankrupt and whose rights have not yet been restored or a person who is treated in the same manner under the laws and regulations of a foreign state

Article 6 (Revision or abolition)

Any revision or abolition of these criteria shall be by a resolution of the Nomination Committee.

[Reference] [JAPAN POST BANK Co., Ltd., Independent Director Appointment Standards]

Japan Post Bank shall appoint Independent Directors stipulated by the Tokyo Stock Exchange from Outside Directors who do not fall under any of the following.

1. Those who have served as an Executive of the Japan Post Group in the past
2. Those who have served as a Director who is not an Executive of the parent company of Japan Post Bank in the past
3. Entities which hold Japan Post Bank as major client or an Executive thereof, etc.
4. Entities which are major clients of Japan Post Bank or an Executive thereof, etc.
5. Consultant, accounting expert or legal expert who acquire, or have acquired substantial money or other property from Japan Post Bank other than officers' compensation (in case of an organization including corporation, association, etc., those who are, or have been affiliated to such organization in the past)
6. Major shareholder of Japan Post Bank (in case of a corporation, an Executive thereof, etc.)
7. Spouse or relative within the second degree of kinship of the following (excluding those without significance).
 - (1) Those listed in 1 to 6 above
 - (2) Executive of the Japan Post Group (excluding Japan Post Bank)
 - (3) Director who is not an Executive of the parent company of Japan Post Bank
8. Those who execute business in a company in which those who execute business, etc. of Japan Post Bank serve as outside officer
9. Those who receive a substantial amount of donation from Japan Post Bank (in case of an organization including corporation, association, etc., those who execute business, etc. thereof, or similar)

Appendix

1. The definitions of the terms in these Standards are as follows.

Japan Post Group	Japan Post Bank, its parent company, subsidiaries and fellow subsidiaries of the parent company
Executive	An executive stipulated in Article 2, Paragraph 3, Item 6 of the Ordinances for the Enforcement of the Companies Act
Executive, etc.	An Executive or those who have been an Executive in the past
Entities which hold Japan Post Bank as major client	An entity which the average annual cash amount paid from Japan Post Bank thereto in the past three fiscal years is over 2% of annual average consolidated total net sales thereof in the past three fiscal years
Entities which are major clients of Japan Post Bank	An entity which the average annual cash amount paid therefrom to Japan Post Bank in the past three fiscal years is over 2% of annual average consolidated ordinary income of Japan Post Bank in the past three fiscal years
Substantial money	Individuals: An average annual cash amount of over ¥10 million in the past three fiscal years Organizations: The average annual cash amount paid from Japan Post Bank to such entity in the past three fiscal years

	which is over 2% of annual average consolidated total net sales of such entity in the past three fiscal years
Major shareholders	Major shareholders stipulated in Article 163, Paragraph 1 of the Financial Instruments and Exchange Act
Substantial amount of donation	An average annual donation of over ¥10 million in the past three fiscal years

2. In case transactions or donations relating to the independent directors satisfy the following standards of immateriality, statement on the attribute information of independent directors will be omitted on the judgment that there are no effects on the independence of such independent directors.

(1) Transactions

- 1) The average annual amount paid from Japan Post Bank to such entity in the past three fiscal years is less than 1% of annual average consolidated total net sales of such entity in the past three fiscal years
- 2) The average annual amount paid from such entity to Japan Post Bank in the past three fiscal years is less than 1% of annual average consolidated ordinary income of Japan Post Bank in the past three fiscal years

(2) Donations

An annual average donation from Japan Post Bank is less than ¥5 million in the past three fiscal years

I. Matters Concerning the Current Status of JAPAN POST BANK Co., Ltd.

(1) Progress and Results of Business, etc.

1) Details of main business

JAPAN POST BANK Co., Ltd. (“Japan Post Bank”) is engaged in banking operations as a member of the Japan Post Group. The principal operations comprise deposit-taking, syndicated loans and other lending, securities investment, domestic and foreign exchange, retail sales of Japanese government bonds and investment trusts as well as insurance products, intermediary services of mortgages, and credit card operations.

2) Financial and economic environment

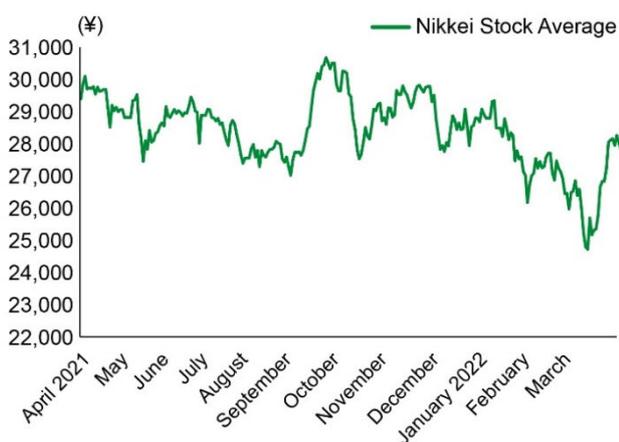
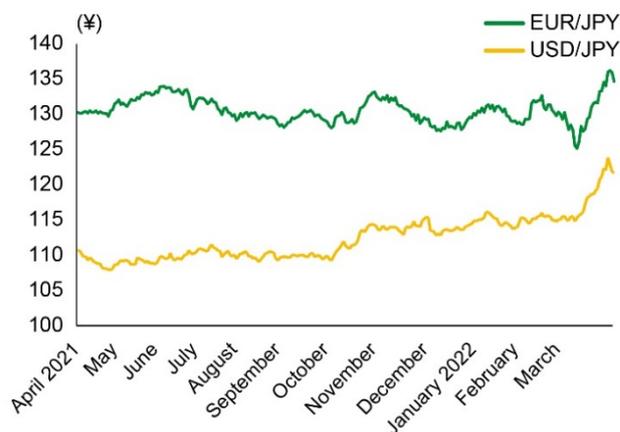
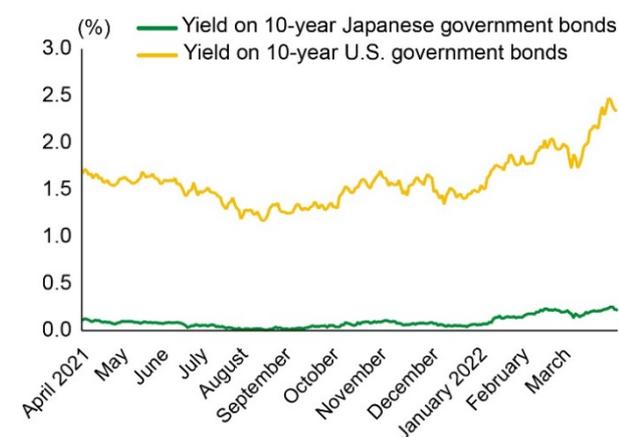
Looking back on the economic situation for the fiscal year ended March 31, 2022, the global economy showed an overall recovery trend, despite the lingering impact of trends in COVID-19 infections. The U.S. and European economies recovered to pre-pandemic GDP levels, supported by progress in vaccinations. The Chinese economy continued to record firm growth despite real estate issues and the downward pressure of its zero-COVID policy. The Japanese economy picked up gradually, although the recovery lagged behind major European and U.S. economies due to delays in Japan’s vaccination rollout. However, downside risks to the economy increased rapidly following Russia’s invasion of Ukraine in late February. There are strong concerns about a negative impact on the European economy which depends heavily on Russia for energy. There are also concerns about the impact of surging commodity prices and supply chain disruptions. Furthermore, economic uncertainty is mounting worldwide, amid factors such as a sharp increase in COVID-19 infections in China in March.

In financial and capital markets, the yield on 10-year U.S. government bonds temporarily fell to the 1.1% level in July, mainly due to increasing case numbers of the Delta variant. However, the Federal Reserve Board adopted a clearer stance on raising interest rates from December onward due to higher-than-expected inflation. This led to a rise in the yield to around 2.5% in March. The yield on 10-year Japanese government bond generally fluctuated in a narrow range of about 0-0.1% until December. It then rose in line with U.S. interest rates, temporarily exceeding 0.25% in late March, but fell to around 0.2% at the end of the month following the Bank of Japan’s fixed-rate purchase operations.

Overseas credit spreads were generally stable until December. However, there were some instances of rapid widening from January onward as concerns about deteriorating corporate earnings mounted amid developments such as the situation in Ukraine and rising U.S. interest rates.

In the foreign exchange market, after generally hovering around ¥110 against the U.S. dollar, the yen depreciated, reflecting the difference in the direction of monetary policy between Japan and the U.S. It temporarily weakened to around the ¥125 level in March. The yen generally hovered around ¥130 against the euro against the backdrop of European economic trends and European Central Bank’s monetary policy. It then weakened to around ¥136 level in late February and thereafter as the euro declined due to increasing tensions in Ukraine.

The Nikkei Stock Average remained sluggish compared to stock prices in major European and U.S. countries due to Japan’s slower economic recovery. It generally fluctuated around ¥29,000, influenced by COVID-19 infection trends. This turned to a downward trend as tensions increased in Ukraine. The Nikkei Stock Average subsequently picked up slightly due to weaker yen and remained around ¥28,000 by the end of March.



3) Business progress and results

Results for the fiscal year ended March 31, 2022

Net ordinary income	Net income	Net income attributable to owners of parent	Dividends per share	Dividend payout ratio
¥491.4 billion	¥354.9 billion	¥355.0 billion	¥50	52.7%
(+¥97.1 billion year on year)	(+¥75.1 billion year on year)	(+¥74.9 billion year on year)	(Annual dividends of ¥50)	

[Results of Operations]

Net interest income for the fiscal year ended March 31, 2022 increased by ¥185.6 billion year on year to ¥1,147.5 billion, mainly due to an increase in income related to foreign bonds investment trusts and private equity funds. Net fees and commissions decreased by ¥0.5 billion year on year to ¥127.4 billion. Net other operating income decreased by ¥213.2 billion year on year to ¥15.9 billion, mainly due to a decrease in redemption gains on foreign bonds. As a result, gross operating profit decreased by ¥28.1 billion year on year to ¥1,290.8 billion.

General and administrative expenses (excluding non-recurring losses) decreased by ¥29.2 billion year on year to ¥980.9 billion.

Non-recurring gains increased by ¥96.0 billion year on year to ¥181.5 billion, mainly due to the expansion of private equity funds and real estate funds.

As a result, net ordinary income increased by ¥97.1 billion year on year to ¥491.4 billion. Net income increased by ¥75.1 billion year on year to ¥354.9 billion.

(Billions of yen)

	FY21/3	FY22/3	Increase (decrease)
Gross operating profit (1)	1,319.0	1,290.8	(28.1)
Net interest income	961.8	1,147.5	185.6
Net fees and commissions	127.9	127.4	(0.5)
Net other operating income (loss)	229.2	15.9	(213.2)
General and administrative expenses (excluding non-recurring losses) (2)	1,010.1	980.9	(29.2)
Personnel expenses	119.3	116.9	(2.4)
Non-personnel expenses	834.2	819.0	(15.2)
Taxes and dues	56.5	44.9	(11.6)
Provision for general reserve for possible loan losses (3)	–	0.0	0.0
Net operating profit (4) = (1) - (2) - (3)	308.8	309.9	1.0
Non-recurring gains (losses) (5)	85.4	181.5	96.0
Net ordinary income (6) = (4) + (5)	394.3	491.4	97.1
Net income	279.8	354.9	75.1

Consolidated net ordinary income was ¥490.8 billion. Net income attributable to owners of parent was ¥355.0 billion, which equated to 101.4% of the full-year earnings forecasts of ¥350.0 billion.

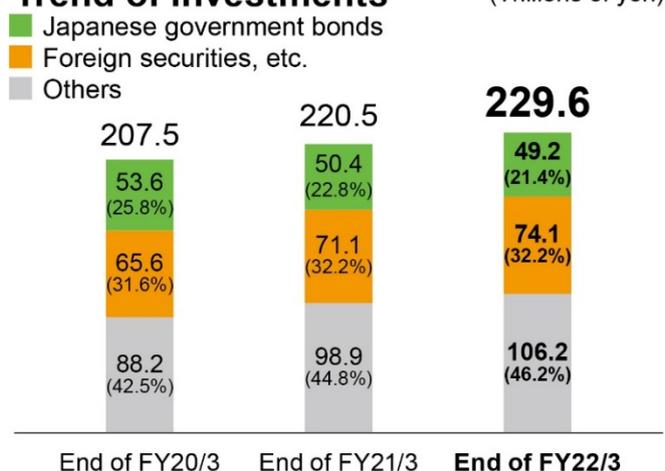
[Financial Condition]

Total assets at the end of the fiscal year ended March 31, 2022 increased by ¥9,074.5 billion from the end of the previous fiscal year to ¥232,922.0 billion. Of investments, securities increased by ¥1,365.8 billion from the end of the previous fiscal year to ¥139,549.1 billion. Of these, while the balance of Japanese government bonds decreased due to persistent low yen interest rates, the balance of foreign securities, etc., increased as a result of expanding global asset allocations.

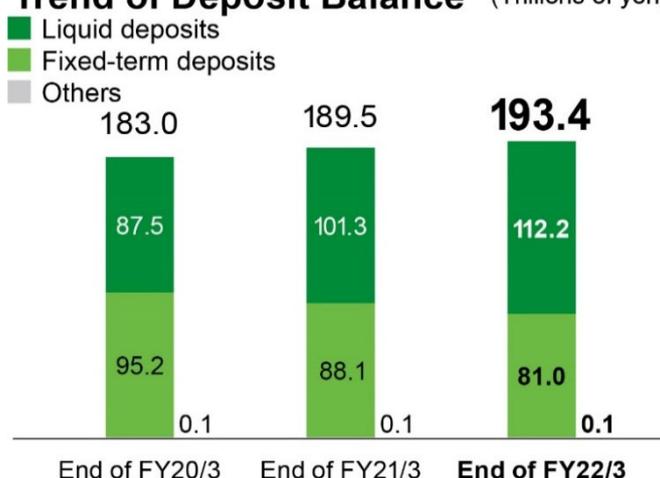
With respect to major interest-bearing liabilities, the balance of deposits increased by ¥3,848.4 billion from the end of the previous fiscal year to ¥193,441.9 billion.

Shareholders' equity increased by ¥167.4 billion from the end of the previous fiscal year, valuation and translation adjustments decreased by ¥1,265.9 billion from the end of the previous fiscal year, and net assets amounted to ¥10,263.5 billion. Of shareholders' equity, retained earnings amounted to ¥2,413.1 billion.

Trend of Investments



Trend of Deposit Balance



[Trend of Capital Adequacy Ratio]

As we promote diversification and sophistication of investment management, we ensured a necessary and sufficient capital adequacy ratio from the perspective of financial soundness. The ratio maintained a higher level than the minimum requirement of 4% based on capital adequacy standards.

		FY21/3	FY22/3	Increase (decrease)
Capital adequacy ratio (Domestic standard)	Consolidated	15.53%	15.56%	0.02%
	Non-consolidated	15.51%	15.54%	0.03%

(Reference)

International standard (consolidated, estimate*)

	FY21/3	FY22/3	Increase (decrease)
CET1 (Common equity tier1 capital) ratio	17.73%	15.68%	(2.04)%
Excluding unrealized gains on available-for-sale securities**	14.09%	14.23%	0.14 %

* Calculation for some items are simplified.

** After taking into consideration of gains (losses) from hedge accounting.

[Credit Ratings]

We obtained the highest level rating among Japanese financial institutions from two rating agencies.

(As of March 31, 2022)

Rating agency	Long-term	Short-term
Moody's	A1	P-1
S&P	A	A-1

Overview of Business

Japan Post Bank has launched a new Medium-term Management Plan for the period from the fiscal year ended March 31, 2022 to the fiscal year ending March 31, 2026. In a drastically changing

business environment, we have clarified the three social missions that the Bank should fulfill, returning to our purpose of “contributing to the development of society and the region” and our management philosophy of becoming “the most accessible and trustworthy bank in Japan.”

Through our network of approximately 24,000 post offices, we provide various financial services to a wide range of customers. Our three missions are guided by the concept of leaving no one behind, which is also a basic principle of the SDGs.

Mission of Japan Post Bank

Purpose

We aim for the happiness of customers and employees, and will contribute to the development of society and the region.*

Management Philosophy

*The Management Philosophy of JAPAN POST GROUP

We aim to become “the most accessible and trustworthy bank in Japan,” guided by the needs and expectations of our customers.

Mission

- Providing “reliable and thorough” financial services “safely and securely” to anyone and everyone throughout Japan.
- Contributing to the development of regional community economies by enhancing funds flow to, and relationships with, communities using various frameworks.
- As one of the largest institutional investors in Japan, Japan Post Bank will work to both realize sound and profitable operations, and contribute to the realization of a sustainable society.

Realizing both the enhancement of corporate value, and contributing to the solution of social issues such as SDGs (ESG management)

To fulfill the three missions of our Medium-term Management Plan, we will aim to realize both enhancing corporate value and contributing to the solution of social issues (ESG management), through innovating our business model and enhancing business sustainability under the slogan “Deepening trust, and taking on the challenge for financial innovations. We have formulated five key strategies for promoting ESG management. In the fiscal year ended March 31, 2022, we steadily implemented various measures based on these strategies.

In addition, Japan Post Bank has implemented measures to improve its internal control system in response to incidents of unauthorized use of cashless payment services that occurred in previous years. We will increase our efforts to conduct customer-oriented business operations so that customers can use our services more safely and securely.

In connection with Tokyo Stock Exchange, Inc.’s restructuring of the market segment, Japan Post Bank submitted “plans to meet the level of continued listing requirements for the new market segment” in November 2021. We transitioned to the Prime Market in April 2022 after applying transitional measures (we do not meet the requirement for the tradable share ratio).

Basic policies and five key strategies of the Medium-term Management Plan (FY2022/3 through FY2026/3)

**“Deepening trust, and taking on the challenge for financial innovations”
- Innovating our business model and enhancing business sustainability -**

- ① Innovating retail business into a new form by realizing complementarity between the physical and the digital**
- ② Business reforms and productivity improvement through the active utilization of digital technology**
- ③ Enhancing funds flow to regional communities and the regional relationship functions through various frameworks**
- ④ Deepening market operations and risk management with an awareness of stress tolerance**
- ⑤ Strengthening the management base to become a more trusted bank**

Advancing DX

Advancing ESG management

Innovating Retail Business into a New Form by Realizing Complementarity between the Physical and the Digital

- Development of digital service strategies

With safety and security as our top priority, we strove to expand and improve our digital services that can be readily used by all customers to use.

For the “Yucho Bankbook App” service, which allows users to check the current balance and deposit/withdrawal details at any time using a smartphone, we improved the convenience of the service. Newly added features include investment trust transactions, the ability to change the account address, and remittances. The number of registered accounts was 4.81 million as of March 31, 2022, and use of the Bankbook App is increasing steadily.

We have also enhanced security through measures such as adding an eKYC function* to the “Yucho Authentication App”. This can be used for identity verification for services such as the “Yucho Bankbook App”, “Yucho Direct (Internet banking service)”, and “Yucho Pay (payment service for smart phones)”.

* eKYC: Abbreviation of Electric Know Your Customer. An online identity verification method

- Promotion of the asset building support business

Under our customer-oriented business operations, we worked to enhance services that meet customer needs both through face-to-face and digital channels.

In addition to training employees to provide customers with asset building consultation through face-to-face channels, we have launched an online consultation service that enables customers to consult with employees at our directly-operated branches from the comfort of their own homes using a smartphone or PC.

Following discussion on collaboration with Daiwa Securities Group in discretionary investment services*, we applied for approval to launch these services, based on the Postal Service Privatization Act. We received approval in March 2022.

We have waived the initial purchase fee for all investment trusts applied for through the digital channel, effective January 2022. Our aim is to provide an environment that makes it easier than ever before for customers to build their assets.

* Investment management services in which buy and sell decisions are fully or partially made by a portfolio manager for the client's account based on investment discretionary contracts.

- Promotion of new businesses

We have developed new services to support the lives of our customers over the long term and to further enhance convenience of our customers.

Specifically, in May 2021, we began offering account overdraft lending services to meet customer needs for unexpected expenses and one-off payments. We also launched housing loan business for individuals (“Flat 35 loans”). In December 2021, the Bank began offering the Rakuten Card with the “Japan Post Bank design in cooperation with Rakuten Card Co., Ltd”.

Business Reforms and Productivity Improvement through the Active Utilization of Digital Technology

We worked to optimize the branch teller's work while expanding options for customer choices in transaction channels. We deployed ATMs with a bankbook carry-over function, began introducing teller tablet system at some directly-operated branches ahead of other branches, and enhanced functionality for the “Yucho Bankbook App.”

In addition, the Bank promoted the automation of operations at its Operation Support Centers. This included the start of digitalization of inquiries from administrative agencies about deposits and savings, etc., and the prior introduction of BPMS* at some Operation Support Centers.

We also worked to improve administrative efficiency by introducing an AI system for answering

telephone calls at our Administration Service Centers, which handle telephone inquiries.

Through these efforts, we reduced workloads at directly-operated branches and Operation Support Centers, while shifting personnel to priority areas to improve productivity.

* BPMS: Abbreviation of Business Process Management System. This system automatically activates RPAs, and systematically controls work flows that require human confirmation work, etc., and conducts automatic process management.

Enhancing Funds Flow to Regional Communities and Regional Relationship Functions through Various Frameworks

We have invested in joined seven new regional vitalization funds (cumulative 39 cases), with the aim of flowing precious customer funds entrusted by our customers to regional communities. In addition, through our consolidated subsidiary Japan Post Investment Corporation, the Bank prepared to establish a new fund aimed at contributing to regional vitalization and the SDGs.

We also invested in “Z Energy Co., Ltd.,” which is engaged in the establishment and operation of renewable energy funds, and in its “Carbon Neutral Fund 1 Investment Limited Partnership”.

In addition, the Bank has taken steps to serve as a regional financial platform that meet the financial needs of each region. As part of this effort, we are promoting ATM collaboration with regional financial institutions and aggregation of operational processes encompassing tax and public money collection.

Deepening Market Operations and Risk Management with an Awareness of Stress Tolerance

Amid a challenging investment environment, including the continuing low interest rate environment in Japan, we expanded our balance of risk assets, mainly in the investment grade area, to ¥94.9 trillion as of March 31, 2022. In doing so, we recognize the need to enhance risk-adjusted return, while also strengthening stress tolerance. Among our risk assets, we have built up the balance to ¥6.4 trillion in the area of strategic investments* through selective investment in quality deals.

In addition, we steadily promoted sophistication of our stress testing and enhanced monitoring to further reinforce our risk management.

Furthermore, in the Medium-term Management Plan formulated in FY2022/3, we set a minimum level of CET1 ratio (international standard) to be secured in ordinary times, in addition to the capital adequacy ratio (domestic standard).

* Strategic investment areas include private equity funds (funds that invest unlisted companies with growth potential) and real estate funds.

Strengthening the Management Base to Become a More Trusted Bank

- Organizational culture reforms

To further promote customer-oriented business operations, we have introduced a new system that reflects the customer-oriented sales process into performance evaluations of directly-operated branches.

In addition, we worked to incorporate employee feedback into a range of improvements. Among these, we promoted the use of the “President’s Direct-line Opinion Box” that employees can use to convey their views (opinions, requests, etc.) directly to the President. Responses to these employees are then shared internally and are utilized for improvements.

- Improving internal control systems

We take very seriously the incidents of internal crimes committed by postmasters and others, as well as the leakage or loss of customer information at post offices. We are working with Japan Post Co., Ltd. and Japan Post Holdings Co., Ltd, to enforce and enhance compliance, analyzing the causes of such incidents and formulating and implementing measures for their prevention.

Combating money laundering and financing of terrorism is an agenda internationally tackled. In order to accomplish the goal, we continued to take measures such as promoting the collection of know-your-customer information and develop new AML system.

In addition, we worked to strengthen our risk management system. As part of this effort, we established and began operating two new subcommittees under the “Risk Management Committee”. The “New Product and Service Assessment Subcommittee” is aimed at strengthening our screening system for new products and services at the time of introduction and after introduction. The “IT System Risk Subcommittee” is aimed at discussing and sharing the matter concerning system security or system risk with the relevant departments.

Furthermore, we worked to strengthen our cyber security defenses, to guard against the rise of increasingly complex and sophisticated cyber attacks. This involved firmly implementing action plans that we formulated in accordance with the international standard.

Promotion of ESG Management

Dramatic changes are underway in the social environment and in social issues. These include: population decline, the advent of a super-aging society, shrinking regional economies, advances in digital innovation, the emergence of new lifestyles following the COVID-19 pandemic, and increasingly severe climate change issues.

The Bank has positioned the promotion of ESG management as one of our most important management initiatives. We aim to realize sustainable management both by enhancing corporate value and resolving social issues. We examined our materiality in terms of the two aspects of importance to our stakeholders and the impact of our business activities. As a result, we have identified four priority issues (materiality) among social issues that we should address. We will work to solve these issues so that we can help realize a sustainable society.

Four Materialities Identified by Japan Post Bank

Providing “safe and secure” financial services to anyone and everyone throughout Japan



Reducing environmental impact



Contributing to regional economic expansions



Advancement of work style reforms, and sophistication of governance



Of the four priority issues, we have promoted various initiatives aimed at “Providing ‘safe and secure’ financial services to anyone and everyone throughout Japan” and “Contributing to regional economic expansions.” As described above, these efforts have included measures such as enhancing our retail services through a combination of mutually complementary physical and digital aspects; and flowing funds to regional communities through a variety of frameworks.

To address the material issue of “Reducing environmental impact,” we are working to shift our energy consumption to renewable energy sources. We have also been working to help reduce the environmental impact of society as a whole, by accumulating ESG-themed investment balances and engaging in constructive dialogue with our portfolio companies. In March 2022, we announced the “Japan Post Bank Net Zero GHG Emissions Declaration,” which states our aim to achieve net zero greenhouse gas emissions by 2050 for the Bank and its finance portfolio.

We have advanced a range of measures to address our priority issue of “Advancement of work style reforms, and sophistication of governance.” We promoted diversity management by increasing the ratio of women in managerial positions and achieved 100% parental leave utilization by male employees. To encourage employees to take initiative in developing their careers, we expanded the number of open recruitment courses under our Career Challenge System for internal recruitment. We promoted human resources development in priority and growth fields such as digital services and market operations. We also worked to improve our working environment by further promoting a teleworking environment and flextime system.

(Reference) External Assessments



Acquired “Platinum Kurumin” certification from the Ministry of Health, Labour and Welfare as a company engaged in a higher level of efforts aimed at achieving a work-life balance



Acquired “Excellent Enterprise of Health and Productivity Management 2022 (large enterprise category) White 500” certification from the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi as an outstanding company engaged in health and productivity management



Acquired “Nadeshiko Brand” certification from the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, as a listed company that promotes the career advancement of women.



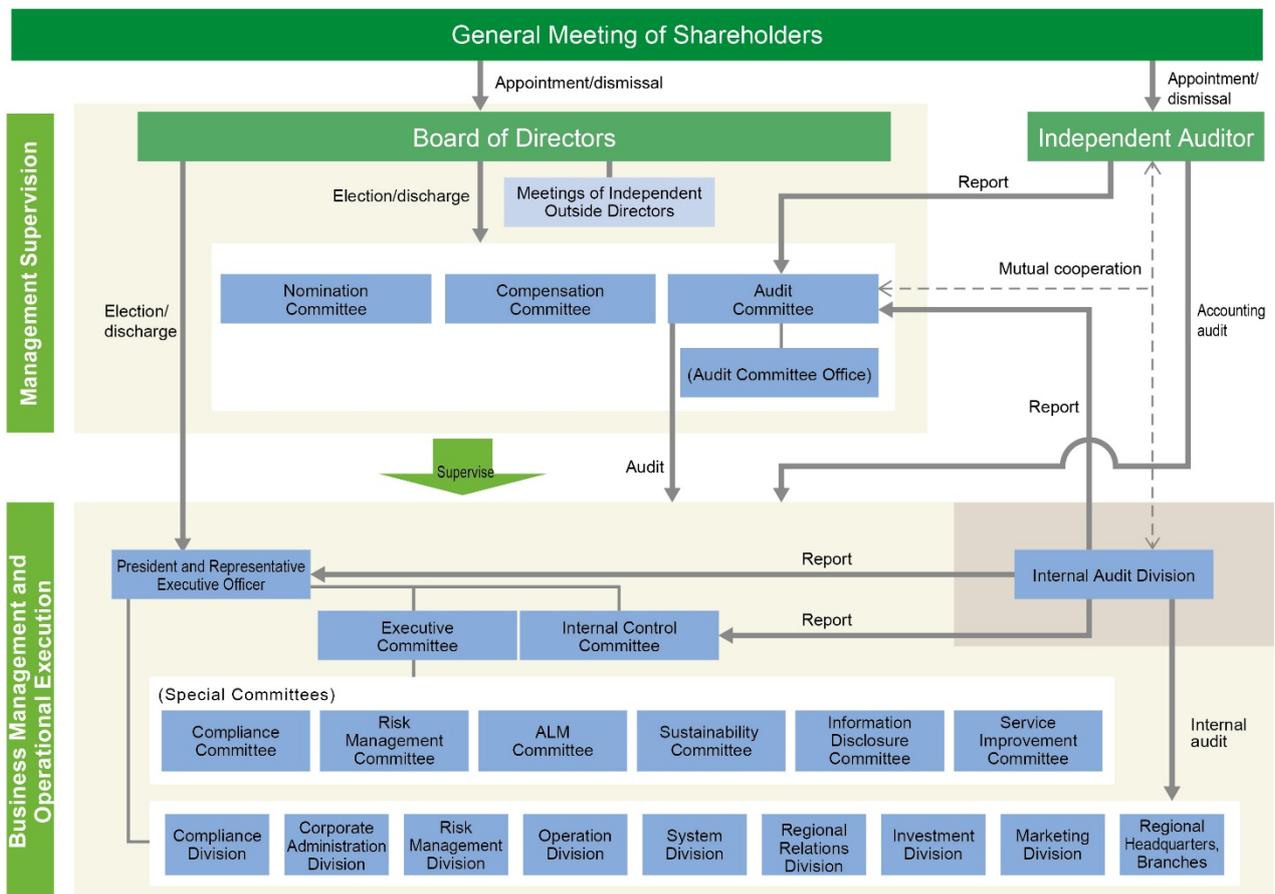
Awarded the highest rating of “Gold” under the “PRIDE Index” that evaluates efforts related to LGBTQ, etc. for the fourth consecutive year



Acquired “Eruboshi (Level 3)” certification from the Ministry of Health, Labour and Welfare, in recognition of the company's outstanding efforts to support women in their career development

In addition, the Bank has made efforts to enhance the level of governance by establishing the “Meetings of independent outside directors”. The aim of this meeting is to exchange information and share perspectives on important management issues and important governance matters of the Bank, based on the independent and objective standpoint of independent outside directors.

(Reference) Corporate Governance System (Outline)



4) Issues to be addressed

We are promoting ESG management to realize sustainable management that responds to the rapidly changing social environment under the three missions clarified in our Medium-term Management Plan. In FY2022/3, we steadily promoted our five key strategies and solidified their foundations. In FY2023/3, we will accelerate our efforts to implement our key strategies, creating a path toward achieving our vision.

Innovating Retail Business into a New Form by Realizing Complementarity between the Physical and the Digital

- Development of digital service strategies

While enhancing our digital talents, we will prioritize safety and security as we expand our digital services to make them accessible to all customers. With safety and security as our top priority, we will strive to expand our digital services that are easy for all customers to use while enhancing our digital talents.

We will work to continuously improve the functionality and usability of digital services such as the “Yucho Bankbook App”. We will also create a “PFM (Personal Finance Management) App” that supports household budget management by providing customers with a visual display of their assets, income and expenses.

In addition, we will promote active guidance and familiarization support for various digital services such as the “Yucho Bankbook App” by utilizing the nationwide network of post offices.

Furthermore, we will focus on building an open “co-creation platform” that provides optimal services through collaboration with various businesses, starting with the “Yucho Bankbook App” and the “PFM (Personal Finance Management) App”.

- Promotion of the asset building support business

Under our customer-oriented business operations, we will propose optimal products and channels to meet customer needs by providing face-to-face and digital channels that complement each other.

In the face-to-face channel, from April 2022, we will present a carefully selected lineup of investment trust products that can be easily understood by our customers. For beginner-level investors, we will propose mainly cumulate-type investments. In May 2022, we also launched our “Discretionary Investment Service (Yucho Fund Wrap)”. We will also further enhance our environment for online consultations.

We will work to further promote the digital channel, where we have waived fees on investment trust purchases, by enhancing our investment trust web page and app.

- Promotion of new businesses

We started handling “Japan Post Bank Debit”, a new brand debit cards of integration with cash cards, from May 2022. In addition, we will prepare for the launch of new services such as “trust and inheritance services”.

Business Reforms and Productivity Improvement through the Active Utilization of Digital Technology

Alongside introducing teller tablet system at all directly-operated branches, we will launch “JP Bank account opening app” service that customers can use to open new accounts from their smartphones. This will enhance the efficiency of our teller operations while expanding the transaction channel options available to customers.

At Operation Support Centers, we will continue to promote comprehensive process automation using digital technology. This will include preparing to expand our BPMS functions and locations and systemizing inheritance-related operations.

Through these efforts, we will continue to reduce workloads at the counter and in other areas, while continuing to shift personnel to priority areas and enhancing training.

In addition, we will aim to improve our management efficiency by reducing predetermined expenses while strengthening investments in strategic IT and other priority areas.

Enhancing Funds Flow to Regional Communities and Regional Relationship Functions through Various Frameworks

To flow precious funds entrusted by our customers to regional communities, we will strive to contribute to the vitalization of regional communities, with particular emphasis on expanding the supply of equity funds.

We will continue to promote investments in regional vitalization funds and investment and business management companies. We will also invest in “Japan Post Investment Regional Development and Impact Fund I, ILP” established in April 2022 by our consolidated subsidiary Japan Post Investment Corporation.

In addition, we will continue to serve as a regional financial platform. We will continue to partner with regional financial institutions in areas such as ATM collaboration, the aggregation of operational processes encompassing tax and public money collection. Through these and a range of other measures, we will provide multifaceted support for regional development across Japan.

Deepening Market Operations and Risk Management with an Awareness of Stress Tolerance

We will closely monitor market fluctuations stemming from the situation in Ukraine and changes in monetary policy in the U.S., Europe, and other countries amid inflation concerns.

We will manage our portfolio with an awareness of the need to enhance risk-adjusted return and stress tolerance.

As for risk assets, we will accumulate balance mainly in credit assets (domestic and foreign corporate bonds, etc.) in the investment grade area. In the strategic investment area of our risk assets, we will maintain a medium- to long-term perspective as we continue to selectively invest in quality funds.

In addition, we will promote initiatives to enhance risk management, including sophisticating our stress testing, enhancing our monitoring, and reducing foreign currency liquidity risk.

Strengthening the Management Base to Become a More Trusted Bank

- Organizational culture reforms

We will continue to reform our organizational culture with an emphasis on customer-oriented business operations. The “Service Improvement Committee” chaired by the President will perform a central role in this effort. Specifically, we will strengthen internal communication through the use of videos for internal use by executives and others, and also through internal sharing of examples of best practices.

- Promoting dialogue with stakeholders and enhancing disclosure

We will enhance our IR activities and IR structure, through initiatives such as creating IR opportunities for the heads of each business division. In addition, as a company listed on the Prime Market, we will strive to enhance our disclosure on topics such as climate change risk, as well as other matters such as social demands and trends.

- Improving internal control systems

In cooperation with Japan Post Co., Ltd. and Japan Post Holdings Co., Ltd. we will continue to strengthen our compliance system, including preventing internal crimes and preventing the leakage or loss of customer information.

We will examine systems that require inspection and prepare for the smooth renewal of our core

system in May 2023 to enhance system risk management. Alongside this, we will continue to carry out our cyber security action plan, implementing advanced cyber security countermeasures. In addition, we will continue to enhance our anti-money laundering and countering the financing of terrorism measures through continuous customer due diligence and customer transaction monitoring.

Promotion of ESG Management

Of the four priority issues (materiality), we have promoted various initiatives aimed at “Providing safe and secure financial services to anyone and everyone throughout Japan” and “Contributing to regional economic expansions.” As described above, we will implement measures such as enhancing our retail services through a combination of mutually complementary physical and digital aspects; and flowing funds to regional communities through a variety of frameworks.

With regard to “Reducing environmental impact,” we will continue to shift our electricity consumption to renewable energy sources to reduce CO2 emission. In addition, we will strive to reduce the environmental impact of society as a whole through our fund management operations by raising our ESG-themed investment balance target for FY2026/3 from 2 trillion yen to 4 trillion yen.

As for our priority issue of “Advancement of work style reforms, and sophistication of governance,” we will aim to maximize human capital by supporting employees in their career development and visualizing our human resources. We will also strengthen our investment in people by securing and developing human resources in priority fields, creating an environment for more diverse talents, and actively promoting health management.

In addition, we will work to further strengthen our governance structure through measures such as considering the establishment of a “Risk Committee” as an arbitrary advisory body to the Board of Directors

(2) Financial Condition and Results of Operations

(Millions of yen)

As of and for the fiscal year ended March 31	2019	2020	2021	2022
Deposits	180,999,134	183,004,733	189,593,469	193,441,929
Fixed-term deposits	100,927,190	95,298,907	88,145,649	81,022,589
Others	80,071,943	87,705,825	101,447,819	112,419,339
Loans	5,297,424	4,961,733	4,691,723	4,441,967
Loans to individuals	155,851	142,159	97,383	83,582
Loans to small and medium-size enterprises	2,500	2,000	2,240	2,500
Others	5,139,073	4,817,573	4,592,100	4,355,885
Trading account securities	2	31	13	11
Securities	137,135,264	135,198,460	138,183,264	139,549,103
Japanese government bonds	58,356,567	53,636,113	50,493,477	49,259,766
Others	78,778,696	81,562,347	87,689,786	90,289,336
Total assets	208,970,478	210,905,152	223,847,547	232,922,083
Domestic exchange transaction volume	50,999,801	60,390,778	65,702,968	70,133,978
Foreign exchange transaction volume	(Millions of U.S. dollars) 1,054	(Millions of U.S. dollars) 725	(Millions of U.S. dollars) 396	(Millions of U.S. dollars) 333
Net ordinary income	374,299	379,077	394,325	491,459
Net income	266,178	273,044	279,837	354,945
Net income per share	(Yen) 71.00	(Yen) 72.83	(Yen) 74.64	(Yen) 94.68

Notes:

- The figures are rounded down.
- Net income per share is calculated by the following formula.

$$\text{Net income per share} = \frac{\text{Net income reported on statement of income}}{\text{The average number of common stock outstanding during the fiscal year} - \text{The average number of treasury stock during the fiscal year}}$$

- Japan Post Bank has applied "Accounting Standard for Revenue Recognition" (ASBJ Statement No. 29, March 31, 2020), etc. from the beginning of the fiscal year ended March 31, 2022, and the figures are after the application of such accounting standards, etc.

The application of Accounting Standard for Revenue Recognition, etc. is subject to the transitional treatment stipulated in the proviso to Paragraph 84 of Accounting Standard for Revenue Recognition. The cumulative effect of the retrospective application, assuming the new accounting policy had been applied to periods prior to the beginning of the fiscal year ended March 31, 2022, was added to or subtracted from the beginning balance of retained earnings of the fiscal year ended March 31, 2022, and thus the new accounting policy was applied from such beginning balance.

(Reference Financial Condition and Results of Operations of Japan Post Bank Group)

(Millions of yen)

As of and for the fiscal year ended March 31	2019	2020	2021	2022
Ordinary income	1,845,413	1,799,544	1,946,728	1,977,640
Net ordinary income	373,978	379,137	394,221	490,891
Net income attributable to owners of parent	266,189	273,435	280,130	355,070
Comprehensive income	23,376	(2,177,244)	2,470,383	(910,994)
Net assets	11,362,365	9,003,256	11,394,827	10,302,261
Total assets	208,974,134	210,910,882	223,870,673	232,954,480

Note: The figures are rounded down.

(3) Employees

	As of March 31, 2022
Number of employees	12,169
Average age	44.5 years old
Average years of service	20.4 years
Average annual salary	¥6,770 thousand

Notes:

1. The number of employees excludes employees assigned to other companies by Japan Post Bank but includes employees assigned to Japan Post Bank by other companies. In addition, the figure does not include part-time employees (including those who have converted to indefinite term employment based on the system for conversion to indefinite term employment (associate employees)).
2. The figures for average age and average years of service are rounded down to the first decimal place.
3. Average years of service includes years of service prior to the establishment of Japan Post Bank (before privatization).
4. Average annual salary includes bonuses and extra wages, and figures are rounded down.

(4) Branches, etc.

1) Number of branches

	As of March 31, 2022	
	Number of branches	[Number of sub branches]
Hokkaido	5	[4]
Tohoku	10	[9]
Kanto	70	[69]
Tokyo	42	[41]
Shinetsu	6	[5]
Hokuriku	4	[3]
Tokai	23	[22]
Kinki	44	[43]
Chugoku	11	[10]
Shikoku	6	[5]
Kyushu	13	[12]
Okinawa	1	[-]
Domestics total	235	[223]
Overseas total	-	[-]
Total	235	[223]

Note: The number of branches excludes the number of offices where bank agents, for which Japan Post Bank serves as a principal bank, operate bank agency services and unmanned sub branches of Japan Post Bank (7,050 places as of March 31, 2022).

2) Newly-established branches during the fiscal year

Branch	Location
Harumi Sub-Branch of Head Office	Chuo-ku, Tokyo

3) List of bank agent

Name	Location of a principal branch or office	Main business other than bank agency service
JAPAN POST Co., Ltd.	Chiyoda-ku, Tokyo	Postal services, insurance counter services, sales of revenue stamps, contracted services from Japanese local governments, agency services of life insurance and nonlife insurance, domestic and international logistics business, logistics business, real estate business, sale of goods, and others

4) Bank agency services, etc., operated by a bank

Trade name or name of financial institutions for which Japan Post Bank serves as a bank agent
Sony Bank Incorporated
Shinsei Bank, Limited

(5) Capital Investment

1) Total amount of capital investment

(Millions of yen)

Total amount of capital investment	44,554
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Note: The figure is rounded down.

2) New installation, etc., of significant equipment

(Millions of yen)

Details	Amount
Japan Post Bank Total Information System	29,187
ATMs	6,016

Note: The figures are rounded down.

(6) Parent Company and Principal Subsidiaries, etc.

1) Parent company

Company name	Location	Main business	Capital	Percentage of voting rights of Japan Post Bank held by the parent company	Others
JAPAN POST HOLDINGS Co., Ltd.	Chiyoda-ku, Tokyo	A holding company	3,500,000 (Millions of yen)	89.00%	—

Notes:

- The ratio of voting rights is rounded down to the second decimal place.
- We have entered into the “Japan Post Group Agreement” with Japan Post Holdings Co., Ltd., Japan Post Co., Ltd. and Japan Post Insurance Co., Ltd., which prescribed fundamental matters relating to Group management such as principles and policies common to the Group aimed at contributing to smooth Group operations.

Following this agreement, Japan Post Bank has entered into contracts regarding operations of the Japan Post Group with Japan Post Holdings Co., Ltd. and these contracts decide important matters for Group operations that will be discussed in advance with and reported to Japan Post Holdings Co., Ltd. but specify that Japan Post Holdings Co., Ltd. will not hinder or restrain the decision-making of the Bank.

In addition, we have entered into the trademark management agreement with Japan Post Holdings Co., Ltd., Japan Post Co., Ltd. and Japan Post Insurance Co., Ltd., for the purpose of maintaining and increasing brand value of the Japan Post Group, and have entered into the trademark management contract with Japan Post Holdings Co., Ltd. Based on these agreement and contract, we are permitted to use the trademarks such as “Yucho” (Japan Post Bank), which Japan Post Holdings Co., Ltd. centrally manages.

Furthermore, we pay brand license fee to Japan Post Holdings Co., Ltd. as consideration of benefit by belonging to the Japan Post Group, and the calculation method would not be changed unless special circumstances such as significant changes in the economic situation occur.

2) Subsidiaries, etc.

Company name	Location	Main business	Capital	Percentage of voting rights of subsidiaries, etc., held by Japan Post Bank	Others
JAPAN POST BANK LOAN CENTER Co., Ltd.	Chuo-ku, Tokyo	Credit guarantee operations for account overdraft lending services of the Bank and administrative agency services	2,000 (Millions of yen)	100.00%	—
ATM Japan Business Service, Ltd.	Minato-ku, Tokyo	Management of ATMs, for example cash loading and withdrawal	100 (Millions of yen)	35.00%	—
JP Asset Management Co., Ltd.	Chuo-ku, Tokyo	Investment management business, Type II Financial Instruments Business	500 (Millions of yen)	45.00%	—
Japan Post Investment Corporation	Chiyoda-ku, Tokyo	Investment management operations of securities and investment advisory business	750 (Millions of yen)	50.00%	—

Note: The ratio of voting rights is rounded down to the second decimal place.

- Overview of Significant Business Alliances

- 1 Pursuant to the provisions of Article 98, Paragraph 2, Item 2 of the Postal Service Privatization Act, Japan Post Bank consigns bank agency services to JAPAN POST Co., Ltd. ("Japan Post Co.") In addition, Japan Post Bank has entered into a bank counter services agreement with Japan Post Co. to enable it to perform the duties as set forth in Article 5 of Japan Post Company Act.

Pursuant to amendments to the Act on the Management Organization for Postal Savings and Postal Life Insurance that took effect on December 1, 2018, beginning with the year ending March 31, 2020, Japan Post Bank and JAPAN POST INSURANCE Co., Ltd. are required to contribute to the Organization for Postal Savings, Postal Life Insurance and Post Office Network a share of the costs that are indispensable for securing the universal services (except for those incurred by Japan Post Co.). The Organization for Postal Savings, Postal Life Insurance and Post Office Network in turn delivers these funds to Japan Post Co.

With the introduction of contribution for the support of postal service network, Japan Post Bank has reviewed to cover the expenses of agency services provided by Japan Post Co. using contribution and newly allocated agency commissions, such expenses have been paid out of the agency commissions paid to Japan post Co. by Japan Post Bank.

- 2 Pursuant to the provisions of Article 15 of the Act on Management Organization for Postal Savings, Postal Life Insurance and Post Office Network, an independent administrative agency, Japan Post Bank is entrusted with the management of postal savings deposits that were passed on to the Management Organization for Postal Savings, Postal Life Insurance and Post Office Network, an independent administrative agency, by Japan Post Corporation.

- 3 ATM/CD alliance services

Japan Post Bank has formed an alliance with the following financial institutions and provides services such as cash withdrawal using ATMs, etc.

City banks (5 banks), trust banks (4 banks), foreign banks (2 banks), regional banks (62 banks), second-tier regional banks (37 banks), other banks (13 banks), The Shoko Chukin Bank, Ltd. (1 bank), shinkin banks (259 banks), credit cooperatives (119 cooperatives), labor banks (13 banks), credit federations of agricultural cooperatives (32 cooperatives), agricultural cooperatives (563 cooperatives), credit federations of fishery cooperatives (13 cooperatives), fishery cooperatives (73 cooperatives), securities firms (10 firms), life insurance companies (8 companies), credit card companies (47 companies) and other companies (8 companies)

- (7) Business Transfer, etc.

Not applicable.

- (8) Other Important Matters Concerning the Current Status of Japan Post Bank

Not applicable.

II. Matters Concerning Directors and Executive Officers

(1) Directors and Executive Officers

Directors

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
IKEDA Norito	Director Member of the Nomination Committee	Director of JAPAN POST HOLDINGS Co., Ltd.	—
TANAKA Susumu	Director	Managing Executive Officer of JAPAN POST HOLDINGS Co., Ltd.	—
MASUDA Hiroya	Director Member of the Nomination Committee Member of the Compensation Committee	Director, Representative Executive Officer, President and CEO of JAPAN POST HOLDINGS Co., Ltd. Director of JAPAN POST Co., Ltd. Director of JAPAN POST INSURANCE Co., Ltd. Visiting Professor of Graduate School of Public Policy, The University of Tokyo	—
ONODERA Atsuko	Director Member of the Audit Committee		—
IKEDA Katsuaki	Director (Outside Director) Member of the Audit Committee (Chairman) Member of the Compensation Committee		Mr. IKEDA Katsuaki has a considerable amount of professional knowledge on finance and accounting through his long history of involvement in management of financial institutions.
CHUBACHI Ryoji	Director (Outside Director) Member of the Compensation Committee (Chairman) Member of the Nomination Committee		—

Directors

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
TAKEUCHI Keisuke	Director (Outside Director) Member of the Nomination Committee Member of the Compensation Committee	Outside Director of BROTHER INDUSTRIES, LTD. Outside Director of Japan Platform of Industrial Transformation, Inc.	—
KAIWA Makoto	Director (Outside Director) Member of the Nomination Committee (Chairman)	Chairman Emeritus of Tohoku Electric Power Co., Inc. Chairman of TOHOKU ECONOMIC FEDERATION	—
AIHARA Risa	Director (Outside Director)	Representative Director and President of Ai-LAND Co., Ltd.	—
KAWAMURA Hiroshi	Director (Outside Director) Member of the Audit Committee	Professor, Faculty of Law of Doshisha University Outside Director of ISHII IRON WORKS CO., LTD.	—
YAMAMOTO Kenzo	Director (Outside Director) Member of the Audit Committee	Representative of Office KY Initiative Member of the Board as Outside Director of Bridgestone Corporation Outside Director of SUMITOMO LIFE INSURANCE COMPANY	—
URUSHI Shihoko	Director (Outside Director)	President of Shinagawa Joshi Gakuin Outside Director of Kewpie Corporation Outside Director of Culture Convenience Club Co., Ltd. Outside Audit & Supervisory Board Member of Tokio Marine & Nichido Fire Insurance Co., Ltd.	—

Notes:

1. Mr. IKEDA Norito and Mr. TANAKA Susumu concurrently serve as Executive Officers.
2. Ms. ONODERA Atsuko is a full-time member of the Audit Committee. The reason for electing a full-time member of the Audit Committee is to enhance the effectiveness of audits performed by the Audit Committee by attending important meetings other than the meetings of the Board of Directors and having coordination with the Internal Control Division closely.
3. Eight of Outside Directors (Mr. IKEDA Katsuaki, Dr. CHUBACHI Ryoji, Mr. TAKEUCHI Keisuke, Mr. KAIWA Makoto, Ms. AIHARA Risa, Mr. KAWAMURA Hiroshi, Mr. YAMAMOTO Kenzo and Ms. URUSHI Shihoko) are Independent Directors as stipulated by Tokyo Stock Exchange, Inc.
4. Ms. URUSHI Shihoko was newly elected as Director at the Ordinary General Meeting of Shareholders held on June 17, 2021, and assumed her position on the same date.
5. As of the conclusion of the Ordinary General Meeting of Shareholders held on June 17, 2021, Ms. AKASHI Nobuko resigned from her position of Director due to expiration of her term of office.
6. Mr. MASUDA Hiroya resigned from his position of Visiting Professor of Graduate School of Public Policy of The University of Tokyo on March 31, 2022.
7. Mr. KAIWA Makoto resigned from his position of Representative Director & Chairman of the Board of Tohoku Electric Power Co., Inc. and assumed his position of Director & Chairman Emeritus of the company on April 1, 2021. Furthermore, Mr. KAIWA Makoto resigned from his position of Director & Chairman Emeritus of Tohoku Electric Power Co., Inc. and assumed his position of Chairman Emeritus of the company on June 25, 2021.
8. Mr. KAWAMURA Hiroshi resigned from his position of Professor, Faculty of Law of Doshisha University on March 31, 2022.

Executive Officers

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
IKEDA Norito	President and Representative Executive Officer	Director of JAPAN POST HOLDINGS Co., Ltd.	—
TANAKA Susumu	Representative Executive Vice President (Assistant to the President and matters concerning operations of Corporate Administration Division (excluding operations of Research Department, Financial Accounting Department, Investor Relations Department, Public Relations Department, Customer Satisfaction Department, Cyber Defense Office, IT Strategy Department and General Affairs Department))	Managing Executive Officer of JAPAN POST HOLDINGS Co., Ltd.	—
HAGINO Yoshinori	Executive Vice President (Matters concerning operations of System Division and Cyber Defense Office, IT Strategy Department, Corporate Administration Division)	Director of JAPAN POST INFORMATION TECHNOLOGY Co., Ltd.	—
TANIGAKI Kunio	Executive Vice President (Matters concerning operations of Compliance Division and Customer Satisfaction Department, Corporate Administration Division)	Managing Executive Officer of JAPAN POST HOLDINGS Co., Ltd.	—
YANO Harumi	Senior Managing Executive Officer (Assistant to the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to Corporate Planning Department and ALM Planning Department, Corporate Administration Division))		—
KASAMA Takayuki	Senior Managing Executive Officer (Matters concerning operations of Investment Division)		—
KOTOUDA Minoru	Senior Managing Executive Officer (Matters concerning operations of Marketing Division and supervision of operations of directly-operated branches and regional headquarters)	Director of JAPAN POST BANK LOAN CENTER Co., Ltd.	—
TAMAKI Masato	Managing Executive Officer (Matters concerning operations of Risk Management Division)		—
YAZAKI Toshiyuki	Managing Executive Officer (Matters concerning operations of Internal Audit Division)		—

Executive Officers

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
TANAKA Takayuki	Managing Executive Officer (Matters concerning operations of General Affairs Department, Corporate Administration Division and Assistant to the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to Human Recourses Department and Diversity and Inclusion Department, Corporate Administration Division))	Director of JAPAN POST STAFF Co., Ltd.	—
SHINMURA Makoto	Managing Executive Officer (Matters concerning operations of Financial Accounting Department, Investor Relations Department and Public Relations Department, Corporate Administration Division and Assistant to the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to IFRS Planning Office, Corporate Planning Department, Corporate Administration Division))	Director of JAPAN POST BANK LOAN CENTER Co., Ltd.	—
FUKUOKA Nobuhiro	Managing Executive Officer (Assistant to the Senior Managing Executive Officer in charge of Marketing Division and supervision of operations of directly-operated branches and regional headquarters and matters concerning the missions entrusted by the President and Representative Executive Officer concerning improvement of products and services)		—
AMAHA Kunihiko	Managing Executive Officer (Matters concerning operations of Research Department, Corporate Administration Division, and Regional Relations Division)		—
NAGURA Shinobu	Managing Executive Officer (Matters concerning operations of Operation Division and matters concerning the missions entrusted by the President and Representative Executive Officer concerning digitalization of counter services and administration processes)		—

Executive Officers

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
MAKINO Yoko	Executive Officer (Assistant to the Managing Executive Officer who assists the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to Diversity and Inclusion Department, Corporate Administration Division))		—
OGATA Satoru	Executive Officer (Assistant to the Executive Vice President in charge of System Division and Cyber Defense Office, IT Strategy Department, Corporate Administration Division)		—
ONO Toshiharu	Executive Officer (Assistant to the Managing Executive Officer in charge of Internal Audit Division)	Audit & Supervisory Board Member of JAPAN POST BANK LOAN CENTER Co., Ltd.	—
YAMADA Ryotaro	Executive Officer (Assistant to the Executive Vice President in charge of Customer Satisfaction Department, Corporate Administration Division)		—
TSUKIOKA Haruchika	Executive Officer (Assistant to the Executive Officer who assists the Executive Vice President in charge of System Division (limited to supervision of operations related to System Development Department 2, System Division))		—
NAKAO Hideki	Executive Officer (Assistant to the Senior Managing Executive Officer in charge of Investment Division (limited to supervision of operations related to CIO Office, Investment Division))	Outside Director of Japan Post Investment Corporation	—
KISHI Etsuko	Executive Officer (Assistant to the Managing Executive Officer who assists the Senior Managing Executive Officer in charge of Marketing Division (limited to supervision of operations related to Marketing Department, Marketing Division))		—

Executive Officers

(As of March 31, 2022)

Name	Position and assignment	Significant concurrent positions	Others
IIMURA Koji	Executive Officer (Assistant to the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to IT Strategy Department, Corporate Administration Division) and Assistant to Executive Officer who assists Executive Vice President in charge of Cyber Defense Office, IT Strategy Department, Corporate Administration Division)		—
TOUMA Masaya	Executive Officer (Assistant to the Managing Executive Officer who assists the Senior Managing Executive Officer in charge of Marketing Division (limited to supervision of operations related to Payment Card Business Department, Marketing Division))		—
DEN Akihiro	Executive Officer (Assistant to the Managing Executive Officer in charge of Operation Division (limited to supervision of operations related to Operation Management Department, Operation Division))		—
FUKUSHIMA Katsuya	Executive Officer (Assistant to the Managing Executive Officer in charge of Corporate Administration Division (limited to supervision of operations related to Investor Relations Department, Corporate Administration Division))		—
HASUKAWA Koji	Executive Officer (Assistant to the Senior Managing Executive Officer who assists the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to ALM Planning Department, Corporate Administration Division))		—

Notes:

1. Mr. IKEDA Norito and Mr. TANAKA Susumu concurrently serve as Directors.
2. Mr. DEN Akihiro, Mr. FUKUSHIMA Katsuya and Mr. HASUKAWA Koji were newly appointed as Executive Officers at the first meeting of the Board of Directors convened after the conclusion of the Ordinary General Meeting of Shareholders held on June 17, 2021, and assumed their positions on July 1, 2021.
3. At the first meeting of the Board of Directors convened after the conclusion of the Ordinary General Meeting of Shareholders held on June 17, 2021, Titled Executive Officers were elected as follows.

Name	Position (before the change)	Position (after the change)	Date of the change
KOTOUDA Minoru	Managing Executive Officer	Senior Managing Executive Officer	June 17, 2021
AMAHA Kunihiro	Executive Officer	Managing Executive Officer	June 17, 2021
NAGURA Shinobu	Executive Officer	Managing Executive Officer	June 17, 2021

4. As of the conclusion of the first meeting of the Board of Directors convened after the conclusion of the Ordinary General Meeting of Shareholders held on June 17, 2021, Mr. MURASHIMA Masahiro and Mr. NISHIMORI Masahiro resigned from their positions of Executive Officers due to the expiration of their terms of office.
5. At the meeting of the Board of Directors held on October 27, 2021, Mr. TANIGAKI Kunio was newly elected as Executive Officer and appointed as Executive Vice President. He assumed his position on November 1, 2021
6. Mr. KOTOUDA Minoru assumed his position as Director of JAPAN POST BANK LOAN CENTER Co., Ltd. on June 17, 2021.
7. Mr. TANAKA Takayuki assumed his position as Director of JAPAN POST STAFF Co., Ltd. on November 24, 2021.
8. Mr. NAKAO Hideki resigned from his position of Director of Japan Post Investment Corporation on March 31, 2022.

Executive Officer who resigned on or after the day following the conclusion of the 15th Ordinary General Meeting of Shareholders

Name	Position and assignment	Significant concurrent positions	Others
SAKURAI Shigeyuki	Managing Executive Officer (Matters concerning operations of General Affairs Department, Corporate Administration Division and Assistant to the Representative Executive Vice President in charge of Corporate Administration Division (limited to supervision of operations related to Human Recourses Department and Diversity and Inclusion Department, Corporate Administration Division))	Director of JAPAN POST STAFF Co., Ltd.	Mr. SAKURAI resigned on October 31, 2021.

Note: Position and assignment and significant concurrent position are at the time of resignation.

(2) Compensation, etc., for Directors and Executive Officers

(Millions of yen)

Category	Number of persons compensated	Compensation, etc.	Base compensation	Performance-linked stock compensation	Retirement benefit	Others
Directors	10 persons	94	94	-	-	0
Executive Officers	29 persons	762	641	102	15	2
Total	39 persons	857	736	102	15	3

Notes:

1. The figures for compensation, etc. are rounded down.
2. If a person holds concurrent positions as Director and Executive Officer, we do not pay compensation for services as Director to such person.
3. Number of Directors compensated excludes one Director without pay.
4. Performance-linked stock compensation above represents the amount accounted for as expense during the fiscal year ended March 31, 2022.
5. Although the retirement benefits program to Executive Officers was abolished in June 2013, retirement benefits will be paid upon retirement to Executive Officers who remain in their positions since then, for their term of service up to the day of abolishment of the program.

[Matters Concerning Performance-linked Compensation]

(Overview of the performance-linked stock compensation system)

With regard to the performance-linked stock compensation system, please refer to "IV. Matters Concerning Shares - (5) Other Significant Matters Concerning Shares."

(Indicators concerning the performance-linked compensation system, reasons that the indicators were chosen, and the method for determining the amounts of the performance-linked compensation)

The indicators related to business results are set from multiple different categories in order to make a comprehensive judgment on the level of achievement of the management plan. These indicators are "net income," "retail business innovations, business reforms, funds flow to regional communities, etc.," "deepening market operations and risk management," and "other qualitative factors," as they are appropriate for our business format and content.

With regard to the method for determining the amounts of the performance-linked compensation for Executive Officers, please refer to "Policy for Determining Amount or Calculation Method of Compensation, etc. for Directors and Executive Officers - 3 Compensation for executive officers" below.

(Goals and actual performances for the fiscal year ended March 31, 2022 by indicators related to performance-linked compensation)

Indicator	Goal	Actual performance
Net income	Net income attributable to owners of parent: ¥260.0 billion (Net income attributable to owners of parent was revised upward to ¥350.0 billion in November 2021.)	Net income attributable to owners of parent: ¥355.0 billion
Retail business innovations, business reforms, funds flow to regional communities, etc.	1) Net fees and commissions: ¥129.3 billion (Net fees and commissions were revised to ¥129.1 billion in November 2021.) 2) General and administrative expenses: ¥1,014.9 billion or less (General and administrative expenses were revised to ¥1,004.4 billion or less in November 2021.)	1) Net fees and commissions: ¥128.4 billion 2) General and administrative expenses: ¥981.4 billion
Deepening market operations and risk management	1) Evaluation of management performance 2) Expansion of risk assets and strategic investment areas	1) Total gains (losses) were improved amid difficult market conditions (rising U.S. interest rates, geopolitical risks, etc.) through risk-controlled management. In addition, strategic investment areas centered around PE made significant contributions to total gains (losses). 2) Risk assets and strategic investment areas expanded under appropriate risk management. The balance of ESG-themed investments was expanded steadily. Balance of risk assets: ¥94.9 trillion (including ¥6.4 trillion in strategic investment areas) Reference: Previous fiscal year - Balance of risk assets: ¥91.1 trillion (including ¥4.2 trillion in strategic investment areas)
Other qualitative factors (Status of ESG management promotion, customer-oriented initiatives, situation of system troubles and compliance violations, etc.)		<ul style="list-style-type: none"> - External assessment on ESG management - Occurrence of scandals, etc.

[Reason why the Compensation Committee judged that the details of individual compensation for Directors and Executive Officers for the fiscal year ended March 31, 2022 were in accordance with the policy]

In accordance with the “Policy for Determining Amount or Calculation Method of Compensation, etc. for Directors and Executive Officers” below, the Bank’s Compensation Committee considers various aspects such as the appropriateness of the level of compensation according to duties and job positions of Directors and Executive Officers and determines the “basic salary by job position,”

“calculation standard for granting points by job position” and “Japan Post Bank Co., Ltd. Stock Compensation Rules for Executive Officers” which stipulates performance-linked stock compensation for Executive Officers.

Based on these standard and rules, the Compensation Committee determines points related to basic salary and performance-linked stock compensation to be granted to individuals, and the Compensation Committee has judged that the detail of individual compensation is in accordance with the policy.

- Policy for Determining Amount or Calculation Method of Compensation, etc. for Directors and Executive Officers

In regard to compensation for directors and executive officers of Japan Post Bank, the Compensation Committee has prescribed the policy for determining the details of individual compensation for directors and executive officers as follows, and it determines the amount of compensation in accordance with this policy.

1 Compensation system

- (1) When serving concurrently as a director and executive officer, compensation shall be paid for the position of executive officer.
- (2) Compensation that directors of the Bank receive shall be paid in the form of a fixed amount of compensation corresponding to duties, in light of the scope and scale of responsibility relating to management, and the like.
- (3) Compensation that executive officers of the Bank receive shall be paid in the form of a base salary (a fixed amount of compensation) and performance-linked stock compensation, and shall function as a sound incentive for sustainable growth.

2 Compensation for directors

Compensation for directors shall be paid as a certain level of a fixed amount of compensation corresponding to duties, in light of the main role of supervision of management, and the level shall be an appropriate one that takes into account the scale of duties as a director and the current situation of the Bank.

3 Compensation for executive officers

Compensation for executive officers shall be paid in the form of a certain level of base salary (a fixed amount of compensation), in light of differences in responsibility that varies according to the job position, and performance-linked stock compensation that reflects the state of achievement of management targets, and the like.

The level of base salary shall be an appropriate one that takes into account the scale of duties of the executive officer and the current situation of the Bank.

In regard to stock compensation, based on the viewpoint of a sound incentive for sustainable growth, points that are calculated by multiplying the sum of basic points corresponding to separately prescribed duties and evaluation points based on individual evaluation by a coefficient that varies according to the state of achievement of management targets shall be granted every year, and shares corresponding to the points accumulated at the time of retirement from office shall be provided. However, a certain percentage of this shall be paid in the form of money obtained by converting the shares into cash.

In the case of a person who is an executive officer in charge of an area that requires special

knowledge and skills and, based on the compensation corresponding to his/her duties, would receive a significantly lower level of compensation than what an officer in charge of such an area would generally receive at other companies, it shall be permitted to adopt a base salary that refers to the level of compensation at other companies instead of compensation corresponding to duties.

(3) Liability Limitation Agreement

Name	Overview of the contracts for limitation of liability
MASUDA Hiroya	The overview of contracts for limitation of liability entered into with Directors (excluding Directors with executive functions) in accordance with provisions of Article 427, Paragraph 1 of the Companies Act and Articles of Incorporation, are as follows. For liabilities provided for in Article 423, Paragraph 1 of the Companies Act, when the Directors (excluding Directors with executive functions) performed their duties in good faith and without gross negligence, they shall be liable to the minimum liability amount prescribed under Article 425, Paragraph 1 of the Companies Act.
ONODERA Atsuko	
IKEDA Katsuaki	
CHUBACHI Ryoji	
TAKEUCHI Keisuke	
KAIWA Makoto	
AIHARA Risa	
KAWAMURA Hiroshi	
YAMAMOTO Kenzo	
URUSHI Shihoko	

(4) Indemnity Agreement

1) Indemnity agreement with Directors and Executive Officers in office

Not applicable.

2) Matters concerning execution of indemnity agreement

Not applicable.

(5) Matters Concerning the Directors and Officers Liability Insurance (D&O Insurance) Agreement

Scope of the insured	Overview of details of D&O insurance agreement
Directors	This agreement is to compensate for damages and litigation expenses incurred by the insured due to a claim for damages caused by the insured's acts (including omission) in the course of business as Director or Executive Officer. However, measures are taken so as not to impair the appropriateness of execution of duties by Directors and Executive Officers, by excluding criminal acts such as bribery and damages to officers who intentionally commit illegal acts from the coverage. All insurance premiums will be borne by the Bank.
Executive Officers	

III. Matters Concerning Outside Directors

(1) Concurrent Positions and Other Details on Outside Directors

Name	Concurrent positions and other details
TAKEUCHI Keisuke	Outside Director of BROTHER INDUSTRIES, LTD. Outside Director of Japan Platform of Industrial Transformation, Inc.
KAIWA Makoto	Chairman of TOHOKU ECONOMIC FEDERATION
AIHARA Risa	Representative Director and President of Ai-LAND Co., Ltd.
KAWAMURA Hiroshi	Professor, Faculty of Law of Doshisha University Outside Director of ISHII IRON WORKS CO., LTD.
YAMAMOTO Kenzo	Representative of Office KY Initiative Member of the Board as Outside Director of Bridgestone Corporation Outside Director of SUMITOMO LIFE INSURANCE COMPANY
URUSHI Shihoko	President of Shinagawa Joshi Gakuin Outside Director of Kewpie Corporation Outside Director of Culture Convenience Club Co., Ltd. Outside Audit & Supervisory Board Member of Tokio Marine & Nichido Fire Insurance Co., Ltd.

Note: Japan Post Bank has invested in Japan Platform of Industrial Transformation, Inc. Apart from this, there are no significant relationships to be stated between Japan Post Bank and the other concerned parties above.

(2) Main Activities of Outside Directors

Name	Term of office	Attendance at meetings of the Board of Directors	Remarks made at meetings of the Board of Directors and other activities
IKEDA Katsuaki	6 years, 7 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 14 out of 14 meetings of the Audit Committee held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 4 out of 4 meetings of the Compensation Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan, reviewing and promoting business strategies and others by utilizing his abundant experience and insight as well as professional knowledge on finance and accounting he gained as a manager of financial organizations. He also led the Audit Committee as its Chairman to enhance the internal control system of Japan Post Bank, while also contributing to vigorous discussions by actively expressing opinions as a member of the Compensation Committee.</p>
CHUBACHI Ryoji	3 years, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 8 out of 8 meetings of the Nomination Committee held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 4 out of 4 meetings of the Compensation Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan, strengthening governance and others by utilizing his abundant experience and insight he gained as a corporate manager for a long time. He also led the Compensation Committee as its Chairman through the appropriate process of considering and determining compensation for Directors and Executive Officers, while also contributing to vigorous discussions by actively expressing opinions as a member of the Nomination Committee.</p>

Name	Term of office	Attendance at meetings of the Board of Directors	Remarks made at meetings of the Board of Directors and other activities
TAKEUCHI Keisuke	2 years, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 8 out of 8 meetings of the Nomination Committee held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 4 out of 4 meetings of the Compensation Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan, reviewing of business strategies and others by utilizing his abundant experience and insight he gained as a corporate manager for a long time. He also contributed to improving management transparency by actively expressing opinions as a member of the Nomination Committee and the Compensation Committee.</p>
KAIWA Makoto	2 years, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 8 out of 8 meetings of the Nomination Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan, promoting ESG management and others by utilizing his abundant experience and insight he gained as a corporate manager for a long time. He also led the Nomination Committee as its Chairman through the process of considering and determining appointment of Directors, while also contributing to improving management transparency.</p>
AIHARA Risa	2 years, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p>	<p>She actively provided recommendations on formulating the Medium-Term Management Plan, reviewing and promoting business strategies and others by utilizing her abundant experience and professional knowledge with deep insight into areas including Internet marketing. She also contributed to promoting DX by actively expressing opinions on digital service strategies.</p>

Name	Term of office	Attendance at meetings of the Board of Directors	Remarks made at meetings of the Board of Directors and other activities
KAWAMURA Hiroshi	1 year, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 14 out of 14 meetings of the Audit Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan, enhancing compliance system and others by utilizing his abundant experience and professional knowledge as a long-serving legal professional. He also contributed to vigorous discussions by actively expressing opinions as a member of the Audit Committee.</p>
YAMAMOTO Kenzo	1 year, 9 months	<p>Attended 12 out of 12 meetings of the Board of Directors held during the fiscal year ended March 31, 2022 (100%)</p> <p>Attended 14 out of 14 meetings of the Audit Committee held during the fiscal year ended March 31, 2022 (100%)</p>	<p>He actively provided recommendations on formulating the Medium-Term Management Plan and others by utilizing his abundant experience and professional knowledge with deep insight into the financial market and financial system. He also led the Meetings of independent outside directors as its chairman for the discussion on improving the effectiveness of the Board of Directors, while contributing to vigorous discussions by actively expressing opinions as a member of the Audit Committee.</p>
URUSHI Shihoko	9 months	<p>Attended 10 out of 10 meetings of the Board of Directors held during the fiscal year ended March 31, 2022, after her appointment (100%)</p>	<p>She actively provided recommendations on promoting the Medium-Term Management Plan, reviewing and promoting business strategies and others by utilizing her abundant experience and insight she gained as a president of an incorporated educational institution and a member of a government council for a long time. She also contributed to deepening discussions by actively expressing opinions from the standpoints of the Bank's contribution to society and others.</p>

(3) Compensation, etc. for Outside Directors

(Millions of yen)

	Number of persons compensated	Compensation, etc. from Japan Post Bank	Compensations, etc. from the parent company, etc. of Japan Post Bank
Total amount of compensation, etc.	9 persons	66	—

Note: The figures for compensation, etc. are rounded down.

(4) Opinions of Outside Directors

Not applicable.

IV. Matters Concerning Shares

(1) Number of Shares

Total number of authorized shares 18,000,000 thousand shares

Total number of outstanding shares 3,749,475 thousand shares
(excluding 70 thousand shares of treasury stock)

Notes: 1. The number of shares are rounded down.

2. The treasury stock does not include the Bank's shares held by the stock benefit trust (685 thousand shares).

(2) Total Number of Shareholders as of March 31, 2022: 436,231

(3) Major Shareholders

Name of shareholder	Number of shares held and percentage of shares held	
	Number of shares held, etc.	Percentage of shares held
JAPAN POST HOLDINGS Co., Ltd.	3,337,032 thousand shares	88.99%
The Master Trust Bank of Japan, Ltd. (Trust Account)	60,523 thousand shares	1.61%
Custody Bank of Japan, Ltd. (Trust Account)	13,426 thousand shares	0.35%
Japan Post Bank Employee Shareholding Association	11,282 thousand shares	0.30%
STATE STREET BANK WEST CLIENT-TREATY 505234	10,782 thousand shares	0.28%
STATE STREET BANK AND TRUST COMPANY 505103	6,323 thousand shares	0.16%
BNYM TREATY DTT 15	3,214 thousand shares	0.08%
STATE STREET BANK AND TRUST COMPANY 505225	2,822 thousand shares	0.07%
JP MORGAN CHASE BANK 385771	2,740 thousand shares	0.07%
THE BANK OF NEW YORK MELLON 140044	2,581 thousand shares	0.06%

Notes:

1. The number of shares held, etc. is rounded down.

2. The percentage of shares held is calculated excluding treasury stock (70 thousand shares) and is rounded down to the second decimal place.

(4) Shares Granted to Directors and Executive Officers of the Bank as Consideration of Execution of Duties in the Fiscal Year Ended March 31, 2022

	Number of officers to whom shares were granted	Number of shares
Directors (excluding Outside Directors) and Executive Officers	3 persons	22,100 shares
Outside Directors	—	—

Note: Shares were granted in accordance with the performance-linked stock compensation system described in “II. Matters Concerning Directors and Executive Officers – (2) Compensation, etc., for Directors and Executive Officers.” Under the system, the Bank grants the Bank’s shares, as well as a certain portion of the Bank’s shares in the form of money in an amount obtained by converting the shares into cash at their fair value at the time of retirement. The number of shares above does not include the portion paid in cash.

(5) Other Significant Matters Concerning Shares

- Performance-Linked Stock Compensation System for Executive Officers

Japan Post Bank introduced a performance-linked stock compensation system using a trust for its Executive Officers. The objectives of the system are to further enhance the awareness of the Executive Officers of Japan Post Bank regarding the importance of contributing to sustainable growth and enhancing the Bank’s corporate value over the medium and long terms, by clarifying the link between the Executive Officers’ compensation and the share value of the Bank.

- Stock Ownership Plan for Management Employees

Japan Post Bank introduced an employee stock ownership plan using a trust for management employees. It is intended for management employees in the Investment Division, particularly those utilizing sophisticated, expert knowledge to execute their business duties. The objective of the plan is to motivate the management employees to contribute further to the enhancement of Japan Post Bank’s earnings performance and corporate value over the medium and long terms.

- Cancellation of Treasury Stock

The Bank resolved at the Board of Directors’ meeting held on August 30, 2021 to cancel its treasury stock pursuant to the provisions of Article 178 of the Companies Act, and conducted the cancellation on September 15, 2021.

Class of shares cancelled:	Common stock of the Bank
Number of shares cancelled:	750,454,980 shares
Total number of shares issued after the cancellation:	3,749,545,020 shares

V. Matters Concerning Stock Acquisition Rights, etc. of Japan Post Bank

(1) Stock Acquisition Rights, etc., of Japan Post Bank Held by Directors and Executive Officers as of March 31, 2022

Not applicable.

(2) Stock Acquisition Rights, etc., of Japan Post Bank Granted to Employees, etc., during the Fiscal Year Ended March 31, 2022

Not applicable.

VI. Matters Concerning Independent Auditor

(1) Independent Auditor

(Millions of yen)

Name	Compensation, etc., for the fiscal year ended March 31, 2022	Others
KPMG AZSA LLC MAENO Atsuji Designated Limited Liability Partner KANNO Masako Designated Limited Liability Partner OKADA Hideki Designated Limited Liability Partner	207	1) The Audit Committee gave consent to the amount of compensation, etc. for the Independent Auditor as provided in Article 399, Paragraph 1 of the Companies Act, considering the appropriateness of estimates for audit hours and compensation for the fiscal year ended March 31, 2022, after checking the content of the Independent Auditor's audit plan as well as the audit plan and actual audit performance for the previous fiscal year. 2) Japan Post Bank paid consideration to the Independent Auditor for consignment, etc., of capital adequacy assessment process based on procedures agreed on by Japan Post Bank and Independent Auditor, which are not included among the services stipulated in Article 2, Paragraph 1 of the Certified Public Accountants Act.

Notes:

1. The figure is rounded down.
2. The audit contract between Japan Post Bank and the Independent Auditor does not separate the compensation for the audit pursuant to the Companies Act from the compensation for the audit in accordance with Financial Instruments and Exchange Act. Moreover, it is practically impossible to separate the two. Accordingly, the above amount is total of such compensation.
3. The total amount of monetary and other property benefits that are to be paid by Japan Post Bank and its subsidiary corporations or entities is ¥260 million.

(2) Liability Limitation Agreement

Not applicable.

(3) Indemnity Agreement

1) Indemnity agreement with the independent auditor in office

Not applicable.

2) Matters concerning execution of indemnity agreement

Not applicable.

(4) Other Matters Concerning Independent Auditor

1) Policy for Decision on Dismissal or Non-Reappointment of Independent Auditor

The Audit Committee has a policy to dismiss the Independent Auditor when it has judged that the Independent Auditor falls under each Item of Article 340, Paragraph 1 of the Companies Act.

In addition, the Audit Committee has a policy to determine the content of a proposal to be submitted to the General Meeting of Shareholders concerning the dismissal or non-reappointment of Independent Auditor when it is judged necessary upon comprehensive review of the status, etc., on the execution of duties of the Independent Auditor.

2) In the Case of a Large Company as Stipulated in Article 444, Paragraph 3 of the Companies Act, and Where an Audit (Limited to Those under the Provisions of the Companies Act or the Financial Instruments and Exchange Act, or Equivalent Laws in Foreign Jurisdictions) of Financial Statements (And Their Equivalents) of Important Subsidiary Corporations or Entities of a Bank is Conducted by the Audit Firm (Including a Body with an Equivalent Qualification in a Foreign Jurisdiction), or an Audit is Conducted by a Certified Public Accountant (Including a Foreign Certified Public Accountant as Provided in Article 16-2 Paragraph 5 of the Certified Public Accountants Act) Other than the Independent Auditor of the Bank, Details Thereof:

Not applicable.

VII. Basic Policy Concerning Persons Who Control the Decisions on Financial and Business Policies

Not applicable.

VIII. Matters Concerning Specified Wholly-Owned Subsidiaries

Not applicable.

IX Matters Concerning Transactions with Parent Companies and Others

1) Matters to Avoid Compromising Our Own Interest in Such Transactions

We have concluded agreements, and are conducting transactions with members of Japan Post Group which is comprised of the parent company, Japan Post Holdings, and its subsidiaries and affiliates.

At the time of conclusion and revision of the agreements, we check their purpose and necessity, appropriateness of the transaction terms (in accordance with arm's-length rule set out under the Banking Act).

2) Determination at the Board of Directors Regarding Whether or Not Such Transactions Compromise Our Own Interest and Reasons Thereof

We have set out internal rules that govern intragroup transactions to establish a framework whereby the contracting departments confirm the purpose and necessity of transactions and appropriateness of the transaction terms in advance, which when necessary undergo an examination by Legal Affairs Department, Corporate Planning Department and other departments, and moreover, receive a resolution by the Board of Directors.

The Board of Directors confirmed that the transactions with Japan Post Holdings is duly appropriate based on its confirmation that the Bank's framework for managing intragroup transactions is operating appropriately, as described above.

While we maintain close relationship with Japan Post Holdings including personal and capital relations, we make decisions at our own responsibility, and independently manage and operate our business.

3) Opinions of the Board of Directors If They Differ from Those of Outside Directors

Not applicable.

X Matters Concerning Accounting Advisors

(1) Liability Limitation Agreement

Not applicable.

(2) Indemnity Agreement

1) Indemnity agreement with accounting advisors in office

Not applicable.

2) Matters concerning execution of indemnity agreement

Not applicable.

XI Others

Where specified in the Articles of Incorporation in accordance with provisions in Article 459, Paragraph 1 of the Companies Act, Japan Post Bank's policies for the exercise of authorities granted to the Board of Directors under the said provisions of the Articles of Incorporation (Policy for Determining Distribution of Surplus, etc.)

Article 39, Paragraph 1 of the Articles of Incorporation of Japan Post Bank stipulates that "Japan Post Bank shall prescribe rules on each Item provided for in Article 459, Paragraph 1 of the Companies Act by resolution of the Board of Directors, unless otherwise stipulated by laws and regulations."

Providing returns to our shareholders is one of our most important management goals. Our

basic dividend policy is to provide stable dividends to shareholders while maintaining sufficient retained earnings for sound operations in light of the public nature of the banking business.

In the Medium-term Management Plan (the fiscal year ended March 31, 2022 through the fiscal year ending March 31, 2026), We had the basic dividend policy that “Taking into consideration the balance between shareholder returns, financial soundness and growth investments, the basic policy is to maintain a dividend payout ratio of approximately 50%. However, the target dividend payout ratio will be set between 50% and 60% while keeping in mind the stability and sustainability of dividends and we will target increases to dividends per share (DPS) compared to projected dividend levels for the fiscal year ended March 31, 2022.”

Under our basic dividend policy, we declared dividends per share of ¥50 for the fiscal year ended March 31, 2022 (dividend payout ratio of 52.7%)

NON-CONSOLIDATED FINANCIAL STATEMENTS

Non-Consolidated Balance Sheet (As of March 31, 2022)

(Millions of yen)

Account	Amount
Assets:	
Cash and due from banks	66,664,253
Cash	316,506
Due from banks	66,347,746
Call loans	2,470,000
Receivables under resale agreements	9,861,753
Monetary claims bought	397,301
Trading account securities	11
Trading Japanese government bonds	11
Money held in trust	5,828,283
Securities	139,549,103
Japanese government bonds	49,259,766
Japanese local government bonds	5,580,874
Short-term corporate bonds	1,434,510
Japanese corporate bonds	9,118,414
Japanese stocks	20,533
Other securities	74,135,001
Loans	4,441,967
Loans on deeds	4,355,357
Overdrafts	86,609
Foreign exchanges	213,924
Due from foreign banks	213,924
Other assets	3,250,352
Domestic exchange settlement accounts - debit	23,922
Prepaid expenses	5,013
Accrued income	175,194
Initial margins for future transactions	155,295
Derivatives other than trading	77,504
Cash collateral paid for financial instruments	706,710
Other	2,106,711
Tangible fixed assets	192,819
Buildings	79,117
Land	64,023
Construction in progress	4
Other	49,673
Intangible fixed assets	53,367
Software	34,171
Other	19,196
Reserve for possible loan losses	(1,054)
Total assets	232,922,083

(Millions of yen)	
Account	Amount
Liabilities:	
Deposits	193,441,929
Transfer deposits	10,749,849
Ordinary deposits	100,213,694
Savings deposits	699,203
Time deposits	4,352,435
Special deposits	591,662
TEIGAKU deposits	76,670,153
Other deposits	164,930
Payables under repurchase agreements	19,461,646
Payables under securities lending transactions	1,514,438
Borrowed money	5,603,600
Borrowings	5,603,600
Foreign exchanges	697
Foreign bills payable	697
Other liabilities	2,124,933
Domestic exchange settlement accounts - credit	39,916
Income taxes payable	16,596
Accrued expenses	122,358
Unearned income	758
Derivatives other than trading	1,163,483
Cash collateral received for financial instruments	9,504
Asset retirement obligations	39
Other	772,276
Reserve for bonuses	7,238
Reserve for employees' retirement benefits	140,355
Reserve for employee stock ownership plan trust	515
Reserve for management board benefit trust	365
Reserve for reimbursement of deposits	58,813
Deferred tax liabilities	303,985
Total liabilities	222,658,520
Net assets:	
Capital stock	3,500,000
Capital surplus	3,500,000
Legal capital surplus	3,500,000
Retained earnings	2,413,168
Other retained earnings	2,413,168
Retained earnings brought forward	2,413,168
Treasury stock	(902)
Total shareholders' equity	9,412,266

(Millions of yen)	
Account	Amount
Net unrealized gains (losses) on available-for-sale securities	1,390,288
Net deferred gains (losses) on hedges	(538,991)
Total valuation and translation adjustments	851,297
Total net assets	10,263,563
Total liabilities and net assets	232,922,083

Non-Consolidated Statement of Income (For the fiscal year ended March 31, 2022)
(Millions of yen)

Account	Amount
Ordinary income	1,977,080
Interest income	1,369,747
Interest on loans	10,257
Interest and dividends on securities	1,333,053
Interest on call loans	139
Interest on receivables under resale agreements	(4,608)
Interest on receivables under securities borrowing transactions	886
Interest on deposits with banks	28,640
Other interest income	1,378
Fees and commissions	157,710
Fees and commissions on domestic and foreign exchanges	85,458
Other fees and commissions	72,251
Other operating income	87,477
Gains on foreign exchanges	78,954
Gains on sales of bonds	8,267
Income from derivatives other than for trading or hedging	256
Other ordinary income	362,144
Recoveries of written-off claims	21
Gains on sales of stocks and other securities	46,605
Gains on money held in trust	287,550
Other	27,967
Ordinary expenses	1,485,620
Interest expenses	226,651
Interest on deposits	20,984
Interest on payables under repurchase agreements	1,657
Interest on payables under securities lending transactions	2,597
Interest on interest rate swaps	199,557
Other interest expenses	1,855
Fees and commissions	30,310
Fees and commissions on domestic and foreign exchanges	3,926
Other fees and commissions	26,383
Other operating expenses	71,513
Losses on sales of bonds	71,513
General and administrative expenses	979,067
Other ordinary expenses	178,078
Provision for reserve for possible loan losses	125
Losses on sales of stocks and other securities	171,444
Losses on devaluation of stocks and other securities	744
Losses on money held in trust	878
Other	4,884
Net ordinary income	491,459

		(Millions of yen)
Account	Amount	
Extraordinary income		6,379
Gains on sales and disposals of fixed assets	6,379	
Extraordinary loss		696
Losses on sales and disposals of fixed assets	681	
Losses on impairment of fixed assets	15	
Income before income taxes		497,141
Income taxes—current	104,295	
Income taxes—deferred	37,901	
Total income taxes		142,196
Net income		354,945

Non-Consolidated Statement of Changes in Net Assets (For the fiscal year ended March 31, 2022)

(Millions of yen)

	Shareholders' equity				
	Capital stock	Capital surplus			Retained earnings
		Legal capital surplus	Other capital surplus	Total capital surplus	Other retained earnings
					Retained earnings brought forward
Balance at the beginning of the fiscal year	3,500,000	3,500,000	796,285	4,296,285	2,749,408
Cumulative effects of changes in accounting policies					(119)
Restated balance	3,500,000	3,500,000	796,285	4,296,285	2,749,289
Changes during the fiscal year					
Cash dividends					(187,473)
Net income					354,945
Repurchase of treasury stock					
Disposal of treasury stock					
Cancellation of treasury stock			(1,299,878)	(1,299,878)	
Transfer from retained earnings to capital surplus			503,592	503,592	(503,592)
Net changes in items other than shareholders' equity					
Total changes during the fiscal year	—	—	(796,285)	(796,285)	(336,120)
Balance at the end of the fiscal year	3,500,000	3,500,000	—	3,500,000	2,413,168

	Shareholders' equity		Valuation and translation adjustments			Total net assets
	Treasury stock	Total shareholders' equity	Net unrealized gains (losses) on available-for-sale securities	Net deferred gains (losses) on hedges	Total valuation and translation adjustments	
Balance at the beginning of the fiscal year	(1,300,844)	9,244,849	2,487,770	(370,486)	2,117,283	11,362,133
Cumulative effects of changes in accounting policies		(119)				(119)
Restated balance	(1,300,844)	9,244,730	2,487,770	(370,486)	2,117,283	11,362,013
Changes during the fiscal year						
Cash dividends		(187,473)				(187,473)
Net income		354,945				354,945
Repurchase of treasury stock	(195)	(195)				(195)
Disposal of treasury stock	260	260				260
Cancellation of treasury stock	1,299,878	—				—
Transfer from retained earnings to capital surplus		—				—
Net changes in items other than shareholders' equity			(1,097,481)	(168,504)	(1,265,985)	(1,265,985)
Total changes during the fiscal year	1,299,942	167,535	(1,097,481)	(168,504)	(1,265,985)	(1,098,450)
Balance at the end of the fiscal year	(902)	9,412,266	1,390,288	(538,991)	851,297	10,263,563

CONSOLIDATED FINANCIAL STATEMENTS

Consolidated Balance Sheet (As of March 31, 2022)

(Millions of yen)

Account	Amount
Assets:	
Cash and due from banks	66,667,709
Call loans	2,470,000
Receivables under resale agreements	9,861,753
Monetary claims bought	397,301
Trading account securities	11
Money held in trust	5,828,283
Securities	139,577,368
Loans	4,441,967
Foreign exchanges	213,924
Other assets	3,250,444
Tangible fixed assets	192,992
Buildings	79,214
Land	64,023
Construction in progress	4
Other	49,749
Intangible fixed assets	53,702
Software	34,426
Other	19,275
Deferred tax assets	77
Reserve for possible loan losses	(1,055)
Total assets	232,954,480

(Millions of yen)	
Account	Amount
Liabilities:	
Deposits	193,438,613
Payables under repurchase agreements	19,461,646
Payables under securities lending transactions	1,514,438
Borrowed money	5,603,600
Foreign exchanges	697
Other liabilities	2,124,978
Reserve for bonuses	7,397
Liability for retirement benefits	134,749
Reserve for employee stock ownership plan trust	515
Reserve for management board benefit trust	365
Reserve for reimbursement of deposits	58,813
Deferred tax liabilities	306,402
Total liabilities	222,652,218
Net assets:	
Capital stock	3,500,000
Capital surplus	3,500,000
Retained earnings	2,414,349
Treasury stock	(902)
Total shareholders' equity	9,413,447
Net unrealized gains (losses) on available-for-sale securities	1,391,873
Net deferred gains (losses) on hedges	(538,991)
Accumulated adjustments for retirement benefits	3,890
Total accumulated other comprehensive income	856,772
Non-controlling interests	32,041
Total net assets	10,302,261
Total liabilities and net assets	232,954,480

Consolidated Statement of Income (For the fiscal year ended March 31, 2022)

(Millions of yen)

Account	Amount
Ordinary income	1,977,640
Interest income	1,369,735
Interest on loans	10,257
Interest and dividends on securities	1,333,041
Interest on call loans	139
Interest on receivables under resale agreements	(4,608)
Interest on receivables under securities borrowing transactions	886
Interest on deposits with banks	28,640
Other interest income	1,378
Fees and commissions	157,814
Other operating income	87,583
Other ordinary income	362,507
Recoveries of written-off claims	21
Other	362,486
Ordinary expenses	1,486,748
Interest expenses	226,652
Interest on deposits	20,984
Interest on payables under repurchase agreements	1,657
Interest on payables under securities lending transactions	2,597
Interest on borrowings	1
Other interest expenses	201,412
Fees and commissions	29,343
Other operating expenses	71,513
General and administrative expenses	981,401
Other ordinary expenses	177,837
Provision for reserve for possible loan losses	126
Other	177,710
Net ordinary income	490,891
Extraordinary income	6,379
Gains on sales and disposals of fixed assets	6,379
Extraordinary loss	697
Losses on sales and disposals of fixed assets	681
Losses on impairment of fixed assets	15
Income before income taxes	496,574
Income taxes—current	104,430
Income taxes—deferred	37,917
Total income taxes	142,348
Net income	354,225
Net loss attributable to non-controlling interests	(844)
Net income attributable to owners of parent	355,070

Consolidated Statement of Changes in Net Assets (For the fiscal year ended March 31, 2022)

(Millions of yen)

	Shareholders' equity				
	Capital stock	Capital surplus	Retained earnings	Treasury stock	Total shareholders' equity
Balance at the beginning of the fiscal year	3,500,000	4,296,514	2,750,234	(1,300,844)	9,245,904
Cumulative effects of changes in accounting policies			(119)		(119)
Restated balance	3,500,000	4,296,514	2,750,115	(1,300,844)	9,245,785
Changes during the fiscal year					
Cash dividends			(187,473)		(187,473)
Net income attributable to owners of parent			355,070		355,070
Repurchase of treasury stock				(195)	(195)
Disposal of treasury stock				260	260
Cancellation of treasury stock		(1,299,878)		1,299,878	—
Transfer from retained earnings to capital surplus		503,363	(503,363)		—
Net changes in items other than shareholders' equity					
Total changes during the fiscal year	—	(796,514)	(335,766)	1,299,942	167,661
Balance at the end of the fiscal year	3,500,000	3,500,000	2,414,349	(902)	9,413,447

	Accumulated other comprehensive income				Non-controlling interests	Total net assets
	Net unrealized gains (losses) on available-for-sale securities	Net deferred gains (losses) on hedges	Accumulated adjustments for retirement benefits	Total accumulated other comprehensive income		
Balance at the beginning of the fiscal year	2,488,982	(370,486)	5,687	2,124,183	24,739	11,394,827
Cumulative effects of changes in accounting policies						(119)
Restated balance	2,488,982	(370,486)	5,687	2,124,183	24,739	11,394,708
Changes during the fiscal year						
Cash dividends						(187,473)
Net income attributable to owners of parent						355,070
Repurchase of treasury stock						(195)
Disposal of treasury stock						260
Cancellation of treasury stock						—
Transfer from retained earnings to capital surplus						—
Net changes in items other than shareholders' equity	(1,097,108)	(168,504)	(1,797)	(1,267,410)	7,301	(1,260,108)
Total changes during the fiscal year	(1,097,108)	(168,504)	(1,797)	(1,267,410)	7,301	(1,092,447)
Balance at the end of the fiscal year	1,391,873	(538,991)	3,890	856,772	32,041	10,302,261

[The Independent Auditor's Report herein is the English translation of the Independent Auditor's Report (issued in the Japanese language) as required by the Companies Act.]

Independent Auditor's Report

May 10, 2022

To the Board of Directors of
JAPAN POST BANK Co., Ltd.

KPMG AZSA LLC
Tokyo Office, Japan
MAENO Atsuji
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

KANNO Masako
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

OKADA Hideki
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

Opinion

We have audited the non-consolidated financial statements, which comprise the non-consolidated balance sheet, the non-consolidated statement of income, the non-consolidated statement of changes in net assets and the related notes, and the supplementary schedules of JAPAN POST BANK Co., Ltd. ("the Company") as at March 31, 2022 and for the 16th fiscal year from April 1, 2021 to March 31, 2022 in accordance with Article 436-2-1 of the Companies Act.

In our opinion, the non-consolidated financial statements and the supplementary schedules referred to above present fairly, in all material respects, the financial condition and the results of operations of the Company for the period, for which the non-consolidated financial statements and the supplementary schedules were prepared, in accordance with accounting principles generally accepted in Japan.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in Japan. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Non-consolidated Financial Statements and Others* section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the non-consolidated financial statements in Japan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The other information comprises the business report and its supplementary schedules. Management is responsible for the preparation and presentation of the other information. The Audit Committee is responsible for overseeing the Executive Officers and the Directors' performance of their duties with regard to the design, implementation and maintenance of the reporting process for the other information.

Our opinion on the non-consolidated financial statements and the supplementary schedules does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the non-consolidated financial statements and the supplementary schedules, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the non-consolidated financial statements and the supplementary schedules or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Management and the Audit Committee for the Non-consolidated Financial Statements and Others

Management is responsible for the preparation and fair presentation of the non-consolidated financial statements and the supplementary schedules in accordance with accounting principles generally accepted in Japan, and for such internal control as management determines is necessary to enable the preparation of non-consolidated financial statements and the supplementary schedules that are free from material misstatement, whether due to fraud or error.

In preparing the non-consolidated financial statements and the supplementary schedules, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern in accordance with accounting principles generally accepted in Japan.

The audit committee is responsible for overseeing the executive officers and directors' performance of their duties including the design, implementation and maintenance of the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Non-consolidated Financial Statements and Others

Our objectives are to obtain reasonable assurance about whether the non-consolidated financial statements and the supplementary schedules as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these non-consolidated financial statements and the supplementary schedules.

As part of our audit in accordance with auditing standards generally accepted in Japan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the non-consolidated financial statements and the supplementary schedules, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The audit procedures shall be selected and applied as determined by the auditor.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, while the objective of the audit is not to express an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the non-consolidated financial statements and the supplementary schedules or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate whether the presentation and disclosures in the non-consolidated financial statements and the supplementary schedules are in accordance with accounting standards generally accepted in Japan, the overall presentation, structure and content of the non-consolidated financial statements and the supplementary schedules, including the disclosures, and whether the non-consolidated financial statements and the supplementary schedules represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the audit committee regarding, among other matters, the planned scope and timing of the audit, significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the audit committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Interest required to be disclosed by the Certified Public Accountants Act of Japan

Our firm and its designated engagement partners do not have any interest in the Company which are required to be disclosed pursuant to the provisions of the Certified Public Accountants Act of Japan.

Independent Auditor's Report

May 10, 2022

To the Board of Directors of
JAPAN POST BANK Co., Ltd.

KPMG AZSA LLC
Tokyo Office, Japan
MAENO Atsuji
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

KANNO Masako
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

OKADA Hideki
Designated Limited Liability Partner
Engagement Partner
Certified Public Accountant

Opinion

We have audited the consolidated financial statements, which comprise the consolidated balance sheet, the consolidated statement of income, the consolidated statement of changes in net assets and the related notes of JAPAN POST BANK Co., Ltd. ("the Company") and its consolidated subsidiaries (collectively referred to as "the Group"), as at March 31, 2022 and for the consolidated fiscal year from April 1, 2021 to March 31, 2022 in accordance with Article 444-4 of the Companies Act.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial condition and the results of operations of the Group for the period, for which the consolidated financial statements were prepared, in accordance with accounting principles generally accepted in Japan.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in Japan. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Japan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The other information comprises the business report and its supplementary schedules. Management is responsible for the preparation and presentation of the other information. The Audit Committee is responsible for overseeing the Executive Officers and the Directors' performance of their duties with regard to the design, implementation and maintenance of the reporting process for the other information. Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Management and the Audit Committee for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in Japan, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern in accordance with accounting principles generally accepted in Japan.

The audit committee is responsible for overseeing the executive officers and directors' performance of their duties including the design, implementation and maintenance of the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Misstatements can arise from fraud or error and are considered material

if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of our audit in accordance with auditing standards generally accepted in Japan, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The audit procedures shall be selected and applied as determined by the auditor.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, while the objective of the audit is not to express an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate whether the presentation and disclosures in the consolidated financial statements are in accordance with accounting standards generally accepted in Japan, the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the audit committee regarding, among other matters, the planned scope and timing of the audit, significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the audit committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Interest required to be disclosed by the Certified Public Accountants Act of Japan

Our firm and its designated engagement partners do not have any interest in the Company and its subsidiaries which are required to be disclosed pursuant to the provisions of the Certified Public Accountants Act of Japan.

Audit Report

The Audit Committee audited the execution of the duties of the Directors and the Executive Officers of JAPAN POST BANK Co., Ltd. ("Japan Post Bank") during the 16th fiscal year from April 1, 2021 to March 31, 2022 and hereby reports the auditing method and the results thereof as follows:

1. Auditing Method and Details Thereof

The Audit Committee received reports regularly from Directors, Executive Officers and employees, etc. regarding the contents of resolutions made by the Board of Directors on matters set forth in Article 416, Paragraph 1, Item 1 (b) and (e) of the Companies Act and the status of the systems established and operated based on such resolutions (internal control system), requested explanations when necessary, and expressed its opinions regarding such reports. In addition, the Audit Committee conducted an audit according to the following methods.

- 1) The Audit Committee established audit plans for the fiscal year ended March 31, 2022 in accordance with Audit Committee Regulations, Audit Rules of the Audit Committee, assignment of duties based on the resolution of the Audit Committee, etc. Also, having coordination with the internal control divisions, etc., and utilizing web conferencing and other tools, the Audit Committee attended important meetings, received reports from Directors and Executive Officers, etc. regarding the matters related to the execution of duties, requested explanations when necessary, reviewed important documents for approval, etc., and examined the business and financial condition at the Head Office, etc.

With respect to subsidiaries, the Audit Committee communicated and exchanged information with the Directors and the Audit & Supervisory Board Member, etc. of the subsidiaries, and received reports concerning their business.

- 2) Regarding the matters that were considered in Article 118, Item 5 (a) of the Ordinance for Enforcement of the Companies Act and the judgment and the reason of (b) of the same Item described in the Business Report, the Audit Committee considered the contents based on the status of deliberations at the Board of Directors and others.
- 3) The Audit Committee monitored and verified as to whether the independent auditor conducted audits in an appropriate manner while maintaining an independent positioning, received reports from the independent auditor on the execution status of its duties, and, when necessary, requested explanations regarding those reports from the independent auditor. The Audit Committee also received notification from the independent auditor regarding the "system for ensuring appropriate execution of duties of the independent auditor" (as set forth in each Item of Article 131 of the Company Accounting Regulation Ordinance) in accordance with the "Quality Control Standards for Auditing" (issued by the Business Accounting Council on October 28, 2005) and other relevant standards, and, when necessary, requested explanations.

Based on the above-described methods, the Audit Committee examined the business report and the supplementary schedules, the non-consolidated financial statements (non-consolidated balance sheet, non-consolidated statement of income, non-consolidated statement of changes in net assets, and notes) and the supplementary schedules thereto, as well as the consolidated financial statements (consolidated balance sheet, consolidated statement of income, consolidated statement of changes in net assets, and notes), for the fiscal year ended March 31, 2022.

2. Audit Results

(1) Audit Results on the Business Report, etc.

- 1) In our opinion, the business report and the supplementary schedules present fairly the condition of Japan Post Bank in conformity with the applicable laws and regulations of Japan as well as the Articles of Incorporation of Japan Post Bank.
- 2) With regard to the execution of duties by Directors and Executive Officers, we have found no evidence of misconduct or material facts in violation of the applicable laws and regulations of Japan or the Articles of Incorporation of Japan Post Bank.
- 3) In our opinion, the content of the resolutions of the Board of Directors regarding the internal control system is appropriate. In addition, we have found no matters to be pointed out regarding the contents described in the Business Report about such internal control system and the execution of duties by Directors and Executive Officers.

As described in the Business Report, Japan Post Bank has taken steps to improve its internal control system in response to the incidents of fraudulent use of cashless payment services, and the Audit Committee has confirmed that Japan Post Bank has continued to take these steps for improvement.

Furthermore, Japan Post Bank is working with Japan Post Co., Ltd. and Japan Post Holdings Co., Ltd. to analyze causes of internal crimes as well as the leakage and loss of customer information at post offices, and formulate and implement measures for their prevention. We will continue to monitor the status of improvement.

4) Regarding transactions with the parent company as described in the Business Report, we found no matters to be pointed out on the matters that were considered not to harm interests of Japan Post Bank for implementing such transactions and on the judgment and the reason of the Board of Directors concerning whether such transactions will harm interests of Japan Post Bank or not.

(2) Results of Audit of Non-Consolidated Financial Statements and Supplementary Schedules

In our opinion, the method and the results of the audit conducted by KPMG AZSA LLC, the independent auditor, are appropriate.

(3) Results of Audit of Consolidated Financial Statements

In our opinion, the method and the results of the audit conducted by KPMG AZSA LLC, the independent auditor, are appropriate.

May 12, 2022

Audit Committee of JAPAN POST BANK Co., Ltd.

Member of the Audit Committee IKEDA Katsuaki (seal)

Member of the Audit Committee KAWAMURA Hiroshi (seal)

Member of the Audit Committee YAMAMOTO Kenzo (seal)

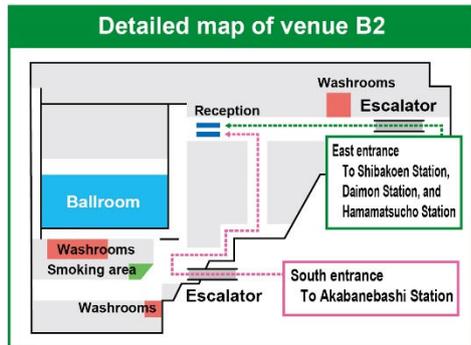
Member of the Audit Committee ONODERA Atsuko (seal)

(Note) Members of the Audit Committee, Mr. IKEDA Katsuaki, Mr. KAWAMURA Hiroshi and Mr. YAMAMOTO Kenzo are Outside Directors as provided in Article 2, Item 15 and Article 400, Paragraph 3 of the Companies Act.

Information Map of the General Meeting of Shareholders

Ballroom B2 The Prince Park Tower Tokyo

Venue 8-1, Shibakoen 4-chome, Minato-ku, Tokyo, Japan
 * Please be careful not to confuse the venue with the Tokyo Prince Hotel.



Transportation Guide

	Toei Subway Mita Line	Shibakoen Station		Exit A4	approx. 6-minute walk		Route
	Toei Subway Oedo Line	Akabanebashi Station		Akabanebashi Exit	approx. 8-minute walk		Route
	Toei Subway Asakusa Line/Oedo Line	Daimon Station		Exit A6	approx. 13-minute walk		Route
	JR Yamanote Line/Keihin Tohoku Line	Hamamatsucho Station		North Exit	approx. 15-minute walk		Route

No parking is available. Please use public transportation.

- Souvenirs will not be offered at this Ordinary General Meeting of Shareholders.
- For shareholders attending the meeting, please submit your Voting Right Exercise Form at the reception.
- Please bring this convocation notice to conserve paper resources.