

# SUSTAINABILITY

JER recognizes that efforts to create a sustainable society are an important issue, and is taking the following initiatives to achieve the Sustainable Development Goals (SDGs) adopted at the UN Summit in September 2015.



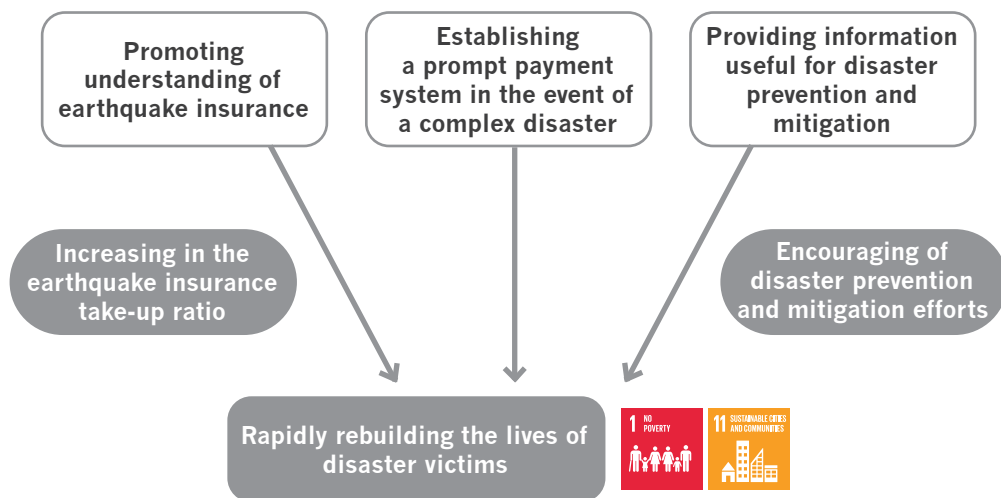
## INITIATIVES THROUGH BUSINESS ACTIVITIES



JER aims to achieve the SDGs by providing safety and security to support the lives of those affected by earthquake disasters through the operation of its earthquake insurance system, as the only company underwriting earthquake reinsurance on dwelling risks in Japan.

In recent years, Japan has experienced frequent natural disasters such as earthquakes, typhoons, and torrential rains. Mean while, the probability of a major earthquake in the near future, such as an earthquake directly under the Tokyo metropolitan area or the Nankai Trough, is increasing. Therefore, JER will contribute to the reconstruction of the lives of disaster victims by developing a system that enables prompt and reliable reinsurance payments even when disasters and infectious diseases occur simultaneously.

JER will also promote understanding of earthquake insurance as a means to support the reconstruction of people's lives after a disaster, and will use its extensive database to provide useful information on disaster prevention and disaster mitigation. Through these such efforts to increase the earthquake insurance take-up ratio and to contribute to disaster prevention and disaster mitigation, JER will help build "Sustainable Cities and Communities."





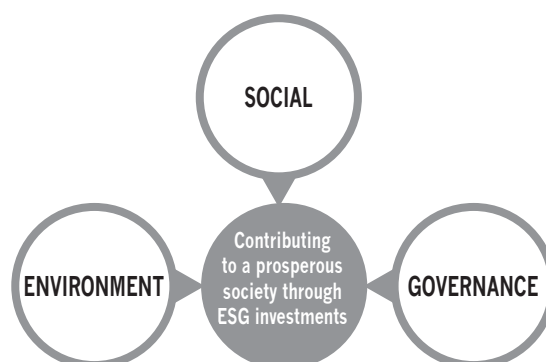
## ESG INVESTMENT



Based on its public nature as an earthquake reinsurance company, JER is engaged in ESG investment to provide funds to companies and businesses with superior records in the environment and society, aiming to both generate investment income and address social issues. In selecting investee companies, JER will make a comprehensive judgment based not only on financial information but also on a company's ESG initiatives, including its response to environmental and social issues. JER is also committed to promoting ESG initiatives among its portfolio companies through constructive dialogue.

The table below shows the results of investments in SDG bonds (bonds that comply with the International Capital Markets Association's (ICMA) Green Bond Principles, Social Bond Principles, Sustainability Bond Guidelines, Sustainability Linked Bond Principles, and Climate Transition Finance Handbook, and are allocated to projects that contribute to the realization of the SDGs) in fiscal 2021.

|                             |    |                  |
|-----------------------------|----|------------------|
| Green Bonds                 | 5  | 4.0 billion yen  |
| Social Bonds                | 23 | 21.4 billion yen |
| Sustainability Bonds        | 7  | 3.8 billion yen  |
| Sustainability Linked Bonds | 2  | 1.9 billion yen  |
| Total                       | 37 | 31.1 billion yen |



## PROMOTING DIVERSITY AND INCLUSION



JER actively promotes diversity and inclusion so that employees with diverse values can make the most of their individuality and fulfill their potential. JER is focusing its activities on women and seniors in particular in its mid-term management plan starting from FY2021.

In July 2022, JER received Eruboshi certification from the Minister of Health, Labor and Welfare as an employer with an excellent track record in initiatives for the promotion of women’s activities. This certification is based on the Act on Promotion of Women’s Participation and Advancement in the Workplace and recognizes companies that meet certain standards and are making excellent efforts to promote the active role of women in their workplaces. JER met all criteria in five evaluation categories (“Recruitment,” “Continuous Employment,” “Working Hours and Other Work Styles,” “Management Ratio,” and “Diverse Career Courses”) and received a 3-star certification, the highest rank of Eruboshi rank.



JER will continue to actively work to create an environment in which all employees can fully demonstrate their abilities, and to enable them to work with enthusiasm and fulfillment.

\* The Japanese words in the logo express the meaning of “Women are playing an active role in the company.”

## RESPONDING TO CLIMATE CHANGE



JER approaches its environmental conservation activities by operating an environmental management system under its Environmental Policy. JER has identified (1) appropriate use of electricity, (2) appropriate use of paper, and (3) appropriate disposal of waste as priority management items, and is pursuing a number of measures to reduce its environmental impact. Specifically, we are working on energy conservation, resource conservation and recycling of resources by promoting paperless operations, reducing the amount of copier paper used, saving electricity, and promoting green purchasing.

JER also introduced Toyota Motor Corporation’s new fuel cell vehicle (FCV), the Mirai, in July 2021. Mirai has been called the “ultimate eco-car” because it does not emit carbon dioxide, a cause of global warming, and because it runs on a motor powered by a “fuel cell” that uses hydrogen as fuel and generates electricity through a scientific reaction with oxygen in the air.



JER began measuring greenhouse gas emissions in FY2021 in order to understand the environmental impact of its business activities. We will continue our efforts to realize a low-carbon society by curbing and reducing greenhouse gas emissions. We will also contribute to achieving the goals of the SDGs through our environmental conservation activities.



## CONTRIBUTING TO LOCAL COMMUNITIES AND SOCIETY



In December 2020, JER received an award from Chuo Ward for its daily greening activities in the community. JER also donates used stamps and prepaid cards collected in-house to the Chuo City Social Welfare Council.

The used stamps and prepaid cards are used to fund volunteer activities in the ward.

JER provides up to one month of volunteer leave to support employees' social contribution activities. JER also requires employees to obtain an Advanced First Aid certification from the Tokyo Disaster Prevention & Emergency Medical Service Association at the time of joining the company, which is useful in providing first aid to the injured in the event of a disaster.

