

About Organizational Management

In its organizational management, JFC continuously makes efforts to streamline its administration and increase operational efficiency through digitalization and other means and implemented the following principal initiatives in FY2019.

Expansion and Restructuring of JFC Systems and Cyber Security Measures

● Expansion and restructuring of JFC systems

With regard to plans for the next-generation JFC information system, which was launched in FY2016, we are working to actively use the Internet, external services that make use of the Internet, the public cloud, and so on so that we can improve customer service and adapt to the increased efficiency and higher levels of operations. We are also rebuilding business applications, which have become overly bloated and complex as a result of repeated improvements over an extended period, and building systems that can respond promptly and flexibly to needs. JFC is using the latest information technologies such as AI and RPA^(Note) in its operations to respond to the rapid advances in IT in recent years.

Note: RPA (Robotic Process Automation): A mechanism whereby various PC operations are performed by software robots in place of humans.

● Cyber security measures

To respond to the increasingly diverse and growing threats of cyber attacks, in addition to technological measures, we have outside experts conduct security risk assessments, raising our security management stance. We also conduct information security training and targeted email attack simulation drills for all officers and employees and make efforts to raise awareness concerning information security.

Provision of Information through the PR Magazine “Connect JFC”

JFC is engaged with the provision of information through the PR magazine “Connect JFC,” which aims to make the function, roles, and initiatives of JFC better known. In “Connect JFC” we introduce not only the efforts of JFC, but those of regional corporations.

Please visit the JFC website for more information.

https://www.jfc.go.jp/n/findings/tsunagu_index.html

(Available only in Japanese)



Promote Diversity

JFC is undertaking numerous initiatives to create workplaces where each employee is free to fulfill their potential.

● Career development and proactive management appointment for women

We set a target of women making up 7% or more of managerial staff by April 2023^(Note), and are promoting women to achieve that target.

Note: The plan of action pursuant to the "Act on Promotion of Women's Participation and Advancement in the Workplace" (Act No. 64 of 2015).

● Develop measure that support both work and life stages

JFC provides organizational support for continuous employment, through measures such as special transfer system related to marriage, childbirth, childrearing, nursing care, and work relocation of a spouse. We are also developing measures to support work-life balance in accordance with the current life stage of employees, in order to realize flexible working styles.

● Promotion of employee activities

We are undertaking activities to solve regional and workplaces issues through active collaboration with private business firms and local public bodies at all 152 branches nationwide.

Establishment and Strengthening of Risk Management System and Compliance System

- The risk management system and compliance system are being developed to define the fields that need to be addressed with the highest priority by internal management, and identifying them throughout the entire JFC management, or by the Corporate Governance Committee discussing matters that need to be addressed.
- The Corporate Governance Committee discusses and defines risk management programs and compliance programs every year, provides regular updates on the state of progress, and makes the required adjustments and enhancements related to risk management and compliance systems.



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